



January
2022

ATF Action Agenda

New Mexico Legislators - Get Back to the Basics with the 3 Rs: Respect. Recruit. Retain.

New Mexico's schools are at a critical juncture due to the historic level of vacancies across all positions in our system of public education. Unless lawmakers in New Mexico enact bold remedies to address this looming crisis, we risk jeopardizing the education of generations of New Mexico's students.

There are more than 1,000 vacant licensed positions across our state. These 1,000 vacancies alone represent over 20,000 of New Mexico's students without a high-quality, well-trained, permanent classroom teacher.

The on-going COVID-19 pandemic is adding to this crisis, and veteran educators are retiring at alarming rates. New Mexico is not alone in this crisis. 40% of school districts across the U.S. report severe staffing shortages which range from classroom teachers and essential and related services providers to classified employees like custodians, educational assistants, clerical workers, transportation professionals, cafeteria staff, and all the other positions that combine to operate our schools.

The staffing shortages disproportionately impact students of color, students with special needs, and those living below the poverty line. For New Mexico to resolve the issues identified in the *Yazzie/Martinez* lawsuit, drastic action must be taken. Quality and sufficient staffing are at the heart of addressing this ruling.

New Mexico has unprecedented resources to invest in education this year: \$1.6 billion over what was spent last year. The Legislature must use these funds to make significant investments in our public schools. There is no better return on investment than education, and we are counting on legislators to fight for positive changes for all educators and students across the state.

Rally at the Roundhouse!

Demand that legislators focus on the 3 Rs: Respect, Recruit, Retain Educators
Sunday, January 23rd 12pm-2pm at the Capitol in Santa Fe!

Signs and Snacks provided!
Bring your friends and family!

RSVP at: <https://forms.gle/hsVzAivh3kWvkPpq9>

Respect

Educators have demonstrated long before and during the pandemic that we will serve our students regardless of what it takes. However, 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, starting a second career, or seeking to serve in a new role in our schools. To recruit new educators, we must:

- Grow cohorts of college students who want to become educators.
- Invest in scholarships, residency programs, and student loan forgiveness.
- Expand mentoring to support 2nd and 3rd year educators.
- Ensure classified employees and higher education instructors are respected and well-paid.

Recruitment is tied to respect—when we are respected, more educators will join us.

Retain

New Mexico saw a 40% increase in educator retirement this year. We all know someone who has retired early. Every educator has thought 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 meaningful efforts to ensure the well-being of our families and future.

We need to improve working conditions by reducing paperwork and excessive mandates. We must honor educators' voices and ensure that there is democracy in the workplace today and for our posterity.

Our Proclamation of Values and A Demand for New Mexico's Public Schools: SIGN THE PETITION

New Mexico's Legislature must get back to basics and focus on **the 3 Rs: Respect. Recruit. Retain.**
This is the only way to honor our New Mexico public educators and provide our students with the education they deserve.

Act Now for Students and Educators

Salaries, healthcare, better staffing, and a dignified retirement are only a first step. We must go further.

We are demanding a commitment that will ensure we do more than survive as public school employees—we want to thrive, and we want our students to thrive.

Where educators thrive, students thrive.

Educators must be shown the respect and trust we have earned and be allowed to teach to our students' strengths and meet their needs in innovative ways.

By investing in well-prepared, well-respected, and well-paid educational employees, New Mexico will be able to compete nationally during a time of unprecedented shortages.

We ask for your support by signing this proclamation of values and demand the New Mexico Legislature act before it is too late!

**SIGN THE PROCLAMATION/PETITION NOW at www.respectmeducators.com!
ASK YOUR FRIENDS AND FAMILY TO SIGN TOO!**

Call For ATF Election Committee

To be eligible to serve on the Elections Committee, a person must be a member of ATF for at least (2) two years or a member of a union for at least (3) years and preferably be an active member of the union.

Active membership includes:

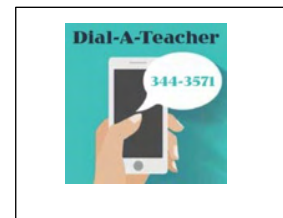
- Elected as a Federation Representative.
- Builds the union through recruitment of potential members.
- Serves on a union committee.
- Instructs a union class.

Members seeking positions on the ATF Elections Committee must submit a letter due no later than Monday, January 31st, 2022 to:

ATF Secretary, 530 Jefferson St. NE, ABQ, NM 87108.
Or email act@atfunion.org

Dial-a-Teacher

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



Calendar of Events

DATE	EVENT	TIME
1/12	Dossier Overview	4:30-7:00pm
1/12	Students in the Center	4:30-5:30pm
1/17	Dr. Martin Luther King, Jr. Day	No Classes
1/18	NM legislative session begins	12:00pm
1/20	Career Pathway Support Overview	4:30-6:30pm
1/22	Students in the Center Mini Conference Navigating the Not So Normal Now	9am-11am
1/23	3 R's Rally in Santa Fe	12:00-2:00pm
1/28	Students in the Center	4:30-5:30pm
2/1	Fed Rep Council	4:15-6:30pm

ATF – A Professional, Progressive Union

Join your Union Today!!

Ask your Fed Rep to sign you up!

or

Online at: <https://atfunion.org/join/>

or

Call the ATF office: (505)262-2657