



PROGRESS VS MISERY: ELECTIONS HAVE CONSEQUENCES



Ellen Bernstein
ATF President

Thanks to robust efforts by the state and your union, we have a lot of new educators serving APS students this year. However, more than 80% of us were working as public educators in New Mexico during the years 2011 to 2019. I'm sure you remember those years — they were hard on all of us in public education, and hard times tend to stick in our minds. Sure, the recession that started in 2007 was a factor in our state's budget and the absence of significant raises during that period, but our professional lives were made much more difficult by state policies and politics.

If healing is to happen and justice for all is to be achieved, we know that our public schools and the classroom communities you create will be the cornerstone that we build upon. That's why your union is proud of the work we have accomplished in our agreements with the district to move toward thoughtful and well-planned implementation of restorative practices. We have enshrined this commitment in our 2022-2023 Negotiated Agreement, recently ratified by educators and approved by the APS Board.

APS and ATF have intentionally created the agreement to support you in helping students develop prosocial behavior and fundamental life skills, including: Let me jog your memory:

Between 2011 and 2019, New Mexican educators endured a relentless assault against our profession and the very existence of our public schools. Remember the Value Added Method (VAM) where the “effectiveness” of educators was measured by student test scores plugged into an indecipherable equation that even Los Alamos scientists could not solve? Remember when our Chief Executive made public pronouncements like “teachers don’t deserve raises” and “they only work 9 months out of the year and make as much as everyone else?” Or do you remember the bread-and-butter issues of trying to support our families on what were paltry wages no matter where you looked around the country? Let’s take it one school year at a time:

- 2011- 2012 – no raise.
- 2012- 2013 – no raise, but despite declining funding and constant budget cuts from state government, the ATF negotiated a 1% increase in base pay. One percent!! I’ll bet that didn’t change anyone’s lifestyle.
- 2013-2014 – no raise, and adding insult to injury during the 2013-2014 school year 50% of teacher evaluations were based on standardized test scores.
- 2014 - 2015 \$2,000 increase in 3-Tiered minimums bringing them to \$32,000, \$42,000, and \$52,000 (it was an election year).
- 2015 - 2016 – no raise.
- 2016 - 2017 – no raise.
- 2017 - 2018 – no raise.
- 2018 - 2019 – \$4K/\$2K/\$2K increases in 3-Tiered minimums to \$36,000, \$44,000, and \$54,000 (it was an election year).
- Educators were leaving the profession, and often the state, in droves — with New Mexico “boasting” one of the highest turnover rates in the nation.

In the past 4 years, teachers have not been subjected to test-based evaluations. With the joint work of your union and our allies in the legislature, programs like teacher residencies, free college and funded early childhood education are supporting our families and attracting more educators to New Mexico.

We have seen funding of public education at record-high levels, slowed only by the COVID-19 pandemic. And we are looking forward to more progress in the 2023 legislative session.

Let me make this personal. How has this funding benefitted educators’ abilities to provide for our families? Once again, let’s look at the numbers one school year at a time:

- 2019 - 2020 – Increases in three-tiered minimums to \$41,000, \$50,000, and \$50,000. That’s \$5K/\$6K/\$6K respectively!
- 2020 - 2021 – Pandemic panic. The Legislature/Governor approved 4% raises but “sanded” those down to 2% (just like all state departments) to cover insurance increases because of the dire economic forecast.
- 2021 - 2022 – The Legislature/Governor approved a 1.5% “break-even raise” to cover insurance increases despite flat revenues.
- 2022 - 2023 – Back in business! The Legislature/Governor increased 3-Tiered minimums to \$50,000, \$60,000, and \$70,000. That’s a bump in the tiers of \$9K/\$10K/\$10K respectively!

In the November 8 election, we face two distinct visions of the future: 4 years of progress versus a return to the failed policies of the preceding 8 years of misery for public educators.

The pandemic has changed so many things in our work lives. Educators are overwhelmed with changing student behaviors and overcrowded classrooms. But recently many gains have been made in public education in New Mexico. It’s important that we don’t take these gains for granted. In the past four years:

- Level 1 Pay has increased by \$14,000.
- Level 2 and 3 pay has increased by \$16,000.
- Educators are earning over 33% more than they did just 4 years ago.
- Although standardized testing still exists, it is not used to evaluate the hard work of teachers.
- There are fewer classrooms without licensed educators. This is the basis for serving our students.

Elections have consequences. Think about our contract ratification this fall. Of course, there will always be public officials who support our work and respect our professionalism, and we will always have those who don’t.

The bottom-line consequence of every election is which side is in the majority. I consider it imperative in every election to keep respectful elected officials in the majority—public education is the foundation of a healthy democracy, and we are the stewards of that future. Our votes matter.

Look at the threats to our democracy on a national level: book banning, discrimination against LGBTQ students and educators, the negation of real history, voter suppression laws, and an utter disrespect for the institutions that keep us free. So far, we have been shielded from these regressions by a Legislature and Governor who respect New Mexican educators and the students we serve. How can we continue to keep these pernicious policies at bay?

There is a time-tested solution: solidarity and activism during the 2022 midterm elections and beyond. Our unity and action are at the core of our power. In this issue of the ATF Union News, you will find all the information you need to exercise your right to vote and get out the vote for pro-public education and pro-worker candidates who will stand with us and the promise of our public schools. Every election has consequences—let’s make them positive ones.

ATF & AFT NM COPE ENDORSED CANDIDATES

Your union's Committee on Political Education (COPE) is a unified partnership between the ATF, AFCP, UA-UNM, and AFT NM Retirees. Our COPE committee endorses candidates based on their support of public education and workers' rights. Any ATF member can contribute to and/or join COPE. Learn more about the ATF Unified COPE at atfunion.org.

Our jobs as public educators are political. There's no way around it. We must elect policymakers who will work with us to improve teaching and learning conditions in our public schools.

[Click here](#) to view full list of candidates endorsed by your local, state and national union can be found on the ATF website.

ELECTION TIMELINE

As AFT President Randi Weingarten said, "This is a critical time to join forces because everything is at risk: our freedoms, our democracy, our schools and colleges, our basic economic safety net." Her thoughts are punctuated by an NBC News poll in which voters ranked threats to democracy as the number one issue facing the country.

We all must vote—to protect our public schools and to defend our democracy and our freedoms. All the information you need on voting can be found at: <https://www.berncoclerk.gov/elections/>

October 11, 2022

- Clerks begin mailing absentee ballots to voters who have requested them.
- Books close for online and paper voter registration.
- Absentee Voting Begins – Mail or hand-deliver your completed absentee ballot.
- In-person absentee and Same Day Registration (SDR) at Clerk's Annex begins.
- (M-F 8 a.m. to 5 p.m.)

October 22 – November 5, 2022 – Early Voting and SDR expand, Monday to Saturday, most locations open 10 a.m. to 7 p.m. Ballot drop box locations at Voting Machine warehouse– 2400 Broadway Blvd SE, Building H 87102 & Alvarado Square– 415 Silver SW, 87102.

November 3, 2022 – Deadline for Absentee Applications to be received. Applications received after the 3rd will be rejected, even if it is postmarked on the 3rd.

November 4, 2022 – Last day county clerks can mail absentee ballots to voters who request them.

November 8, 2022 – Election Day: 7 a.m. to 7 p.m. Absentee Ballots are due in the clerk's office no later than 7:00 pm.

EARLY VOTING LOCATIONS

Twenty (20) Early Voting Convenience Centers will be open for the 2022 General Election in Bernalillo County from October 22 to November 5. Most locations will be open Monday to Saturday 10 am to 7 pm unless otherwise noted by a *.

Same Day Registration will be available during Early Voting and Election Day.

98th & Central Shopping Center – 120 98th St NW, Suite B101 & B102, 87121

Andalucia Shopping Center – 5600 Coors Blvd NW, Suite C-5, 87120

Bernalillo County Visitor Center – 6080 Isleta Blvd SW, 87105

Caracol Plaza – 12500 Montgomery Blvd NE, Suite 101, 87111

Central Mercado – 301 San Pedro Dr. SE Suites B, C, D & E, 87108

***Clerk's Annex** – 1500 Lomas Blvd NW, Suite A, 87104 During In-Person Absentee, October 11 – October 21, 2022

Monday – Friday 8 am – 5 pm & Regular Hours During Early Voting

Cottonwood West – 10131 Coors Blvd NW, Suite C-02, 87114

Daskalos Center – 5339 Menaul Blvd NE, 87110

***Desiderio Community Center** – 117 Tribal RD 7036 To'Hajiilee 87026 October 24- November 4, Monday – Friday 10 a.m. – 6 p.m.

Four Hills Shopping Center – 13140 Central Ave SE, Suite 1420, 87123

Holly Plaza Shopping Center – 6600 Holly Ave NE, Suite B-6, 87113

***Isleta Elder Center** – Building 79 Tribal RD 40, Isleta NM 87022 Tuesday – Saturday 10 a.m. – 6 p.m

Los Altos Plaza – 4200 Wyoming Blvd NE, Suite B-3, 87111

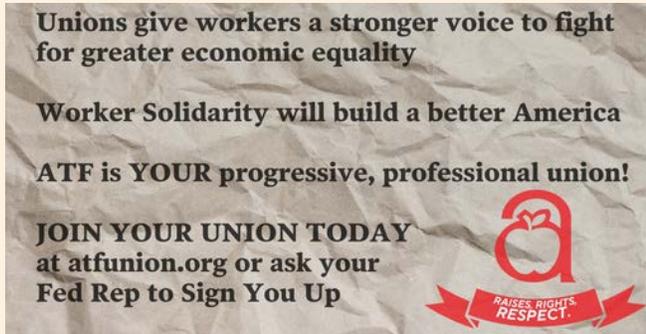
Los Ranchos Villa – 6601 4th St NW, Suite U, 87107

Mobile Voting Unit – State Fair Grounds 87108

Petroglyph Plaza – 8201 Golf Course Rd NW, Suite D-1, 87120

South Valley Multi-Purpose Senior Center – 2008 Larrazolo Rd SW, 87105
The Shoppes at 6001 San Mateo – 6001 San Mateo Blvd NE, Suite B-3, 87109
Tijeras City Hall – 12 Camino Municipal, Tijeras, NM 87059
University of New Mexico – Student Union Building, Louie’s Lounge, 87131
West Bluff Center – 5211 Ouray Rd NW, Suite B, 87120

FED REPS REPRESENT



At the October 4th Fed Rep Council meeting, Ellen asked the elected representatives from across the district to share their concerns and recommendations about two issues plaguing APS educators. We asked: “If APS could change 3 things about how Synergy functions, what would they be for you?”

Overwhelmingly, educators answered that Synergy is painfully slow. Fed Reps wondered if this is because of the competition for bandwidth during the school day. They emphasized that Synergy times out and work is lost. This is also exacerbated by a lack of automatic save/backup. Disappearing data was mentioned repeatedly.

Another frustration is **Synergy does not sync with Google Classroom** so that grades can be transferred.

Most educators agreed that a one stop, all-encompassing system would be beneficial if it could be made to work efficiently. Synergy seems to be a long way from that goal. Others were more pessimistic and said APS should scrap it. One solution for addressing the speed and crashing was to make Synergy a priority for bandwidth at busy times like during the school day when students are also online.

Intertwined with Synergy issues are wide-spread **MLSS frustrations**. Last year the transition from RTI to **MLSS** was not just confusing, it was inconsistent and a huge paperwork burden. Now educators are reporting that confusion and frustration are growing. We asked: What do you need to ensure that the MLSS process is workable for you and the students you serve?

Consistent MLSS training and information were most frequently cited as a remedy. Educators suggested that an easy to access manual about MLSS in Synergy with shortcuts and reminders would help. Educators asked for time and substitutes to access MLSS training. Most importantly, **paperwork must be simplified and reduced.**

RESTORATIVE PRACTICES: MYTHS & FACTS

“Restorative practices are essential for making our schools caring, productive, and equitable places where every child can learn and thrive.”

[Morningside Center for Teaching Social Responsibility](https://www.morningsidecenter.org/)
<https://www.morningsidecenter.org/>

Restorative Practices (RP) has become the new buzzword in education but has been a working concept in schools since the 1990s. There are a lot of myths out there about what RP is and isn’t. We found a useful myth buster that we have paraphrased and re-published below.

APS, like most districts, has historically used suspension as the ultimate “deterrent” to negative behavior. We know that this doesn’t work, and we also know that those suspensions disproportionately target the very students identified as underserved by the *Yazzie/Martinez* lawsuit.

The ATF believes in educating the whole child and stamping out discrimination wherever it rears its head. That’s why your union is wasting no time. We must push for the creation of a Restorative District just as our recent contractual agreements with APS calls for.

COMMON MYTHS ABOUT RESTORATIVE PRACTICES

(from Morningside Center for Teaching Social Responsibility at [morningsidecenter.org](https://www.morningsidecenter.org/))

Myth 1: Restorative Discipline (RD) is soft. There are no consequences—students get away with problematic behavior.

Fact: High expectations and accountability are central to RD. Students are held responsible for their behavior and are expected to repair any harm their behavior may have caused (in ways traditional discipline often neglects).

Myth 2: The point of Restorative Discipline is to get rid of student removals from class, putting the full burden of student discipline on the classroom teacher.

Fact: The point of RD is teaching and learning, supporting students to make responsible decisions and be accountable for their actions. The burden is shared in that the student is expected to become more self-disciplined with the support of the community (including peers). There may still be times when a temporary removal is needed (e.g. to keep the student in question, classroom and/or school community safe) but suspension should not be the go-to response.



The AFT, along with their affiliates and researchers, have developed resources to help school systems succeed in educating all students. Colorin Colorado is the nation's leading bilingual website for serving educators and parents of English language learners (ELLs)

Visit www.ColorinColorado.org Today!

Myth 3: Restorative Practices takes too much time.

Fact: Punishment-based models take up time because underlying needs and lagging skills aren't addressed which means problematic behaviors continue, get worse, and likely require ongoing attention. RP takes time up-front because it is relational, and building relationships takes time. In the long run, however, time is saved.

Myth 4: Restorative Discipline is a job for the deans, who are trained to deal with disciplinary issues in restorative ways.

Fact: For RP to be successful it needs to be owned by everybody in the community, not just a select group. The aim of RP is to change the school climate and the way we interact with one another. It is not simply a response to student behavior.

Myth 5: Restorative Discipline requires everyone in the school community to use a set of restorative questions when responding to problematic behavior.

Fact: Restorative Discipline (as part of RP) first and foremost requires a restorative mindset. Consistent language across the school community is important as we build and strengthen relationships, but there is no one script or set of questions to address diverse people with diverse needs in response to diverse behaviors that may have inflicted harm.

Myth 6: Restorative Circles are therapy.

Fact: Restorative Circles might be therapeutic, but they are not (necessarily) therapy and do not require training as a therapist. Circles are about equity of voice, sharing control, and inviting people in. In sharing our stories, while others listen mindfully and bear witness, communities are built and strengthened and healing and restoration become possible.

Myth 7: Restorative Practices is about people sitting in circles, that's it.

Fact: Circles may be the foundational restorative practice in your school to build and reaffirm relationships while developing people's social and emotional skills, but RP goes well beyond such circles. RP is a collection of tools and practices for developing and maintaining a respectful, inclusive, and supportive school community.

To read the full article, [click here](#).

NEW ATF CLASS: RESTORATIVE PRACTICES IN THE CLASSROOM

We are offering a new 2-part class on Restorative Practices with Annie Huggins, librarian at Georgia O'Keefe. Annie just received her Master's in this work and is excited to share her practical expertise.

Participants will learn how to:

- Create a classroom of respect, compassion, and empathy for all.
- Build social capital with your students.
- Facilitate proactive and restorative circles.

This class is free for ATF members. Enrollment is limited to the first 30 people, but we'll keep a waiting list!

The 2 consecutive workshops are on Saturdays — October 29th and December 3rd from 1:00-4:00 pm.

To sign up, [click here](#).

PDDS ACCORDING TO PED

The Public Education Department (PED) announced that starting in Fall 2022, the requirements to advance from a Level I to Level II license will begin to transition from the use of dossiers to a series of five micro-credentials (Classroom Environment, Multi-Layered Systems of Support, Assessment Literacy, Culturally Linguistically Responsive Instruction, and Family Engagement).

The PED had to amend this decision for several reasons. First, the dossier system is in state rule, and that rule needs to be changed and only after a period of public comment.

Also, the classes filled up too fast. Here is a summary of the current information about this transition. The following processes for leveling up are available during the 2022/23 SY:

- Teachers in years 1 and 2 should consider the micro-credentialing process. (However, until such time that a rule change might occur, no dossier submission will be turned away for any teacher during the standard submission windows.)
- Teachers in years 3 and 4 have the choice of using either a dossier or micro-credential process.
- Teachers in year 5 must do the dossier to assure they successfully complete the process in time to level up.

CONSTITUTIONAL AMENDMENT 1: EVERYONE IN NEW MEXICO WINS!

If passed, Constitutional Amendment 1 will more adequately fund Early Childhood Education & K-12. This constitutional amendment aims to provide for additional annual distribution of the Permanent School Fund for “enhanced instruction for students at risk of failure, extending the school year, enhancing teacher compensation, and increasing the quality of and access to early childhood education.”

The Permanent School Fund ballot question is on the back of your General Election ballot.

The Permanent School Fund (inaccurately called the Land Grant Permanent Fund) was created in 1912 when New Mexico became a state. Only the voters have the power to change what percentage of the fund is withdrawn every year. This is a trust fund that has two sources of income:

- Money from oil, gas, and mineral production on 13 million acres of state lands; and
- Income on the investment of that money in the stock exchange.

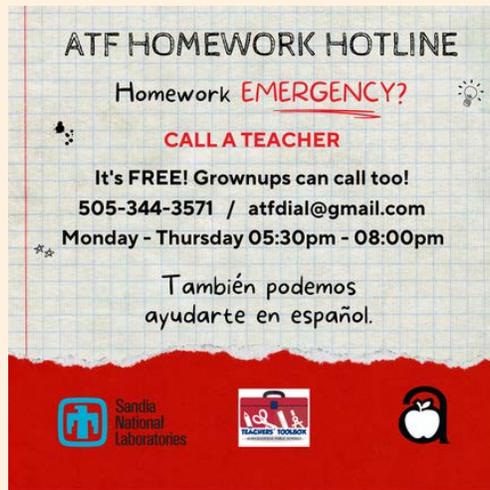
The Fund grows 11% per year on average. The state constitution requires that 5% of the fund be withdrawn every year to support public education, hospitals, and other beneficiaries.

New Mexico’s Permanent School Fund is currently valued at nearly \$26 billion. This ballot question asks voters to approve the distribution of a small additional percentage (1.25%) of the Fund for education that would result in about **\$150 million in new funding available for early childhood education** and roughly **\$100 million in additional funding for teachers and programs** to address inequities in educational outcomes for students in our public schools. **It does not raise taxes on New Mexicans.**

Here’s what nearly \$250 million in new annual funding could pay for:

- Hiring more teachers.
- Expanding early childhood services like home visiting, high-quality child care, and pre-kindergarten.
- Creating high school career technical education and job training programs.
- Raising teacher salaries and increasing their benefits.
- Supplying classroom technology.
- Expanding mental health services for students and educators.
- Hiring more student support staff, including counselors, social workers, psychologists, and nurses.
- Expanding programs that support at-risk students.
- Extending the school year for additional instruction (optional for communities).

DUTY DAY EXTENSION PAY



ATF HOMEWORK HOTLINE
Homework **EMERGENCY?**
CALL A TEACHER
It's **FREE!** Grownups can call too!
505-344-3571 / atfdial@gmail.com
Monday - Thursday 05:30pm - 08:00pm
También podemos ayudarte en español.

Santa National Laboratories
Teleteachers
Apple

Many schools are struggling because their student’s learning day and the educator workday are basically the same. In these schools, educators are asked to volunteer for bus and pick-up/drop-off duties before and after school. Keeping kids safe is very important and having an adult there to supervise is mandatory. There seems to be significant confusion about how much educators get paid for volunteering for this mandatory duty.



Yes, educators are being asked to “volunteer” for the duties, so some think it’s the stipend pay rate of \$25.00 an hour.

But to be clear, any extension of your day, even if you are “volunteering” for a “mandatory duty” is paid at your hourly rate.

Article 6.A.6.e. states: An educator performing duties which result in a required extension of the duty day with students or working in a school-sanctioned before or after-school program, shall be paid at the individual’s hourly rate.

APS Human Resources & the ATF want you to know that if your principal needs guidance or information about which cost account needs to be used, they can call HR.

ADVISORY IS NOT FOR ATTENDANCE FOLLOW UP

In the Attendance for Success Act and the APS Attendance Procedural Directive school staff are required to do attendance support plans for all students with absences that hit the thresholds of 5%, 10% and 20%.

Some secondary educators have reported that they are being asked to follow up on attendance issues during Advisory period. School attendance is essential, but it is not an Advisory function.

Article 5.H of the Negotiated Agreement makes clear that “The primary purpose of Advisories is to focus on building relationships between students and a significant adult” and that “Advisories may not be used for academic interventions and remediation.”

SUMMER PLANNING PAY FOR TOPS EDUCATORS

Educators at TOPS schools were promised that they would receive \$5,000 for planning during the Summer Break. So far, that money has not been paid to the educators who performed this work. Your union is working on this, and we will get you paid. That’s a promise.

ATF EVENT CALENDAR

Date	Event	Time	Cost
Thurs., 10/20	Relational Classroom Management (Online) <i>Our New Normal?</i>	4:30 - 6pm	\$10 members; \$25 nonmembers
Sat., 10/22	Early Voting Begins	7am - 7pm	Exercise Your Right!
Sat., 10/22	ATF/AFT NM Union Leadership Program	9am - 4pm	Applicants only
Sat., 10/22	GOTV Day of Action	All Day	Save the Date!
Tues. 10/25	Educator Focused Conversations (Online) <i>MLSS Frustrations: Making Behavior interventions that Work</i>	4:30 - 5:30pm	Free
Tues. 10/25	ATF Unified COPE	4:30 - 5:30pm	Activism
Sat., 10/29	National Board Component 3 (In Person)	8:30am - 12pm	\$75 members; \$100 nonmembers

Sat., 10/29	Restorative Practices in the Classroom	1-4pm	Free for ATF members
Tues., 11/1	Fed Rep Council	4:15pm - 6:30pm	Leadership
Thurs., 11/3	PDD Overview (Online)	4:30pm - 7pm	\$10 members; \$65 nonmembers
Thurs., 11/3	Breathe for Change	4:30pm - 5:30pm	\$5 members; \$10 nonmembers
Sat., 11/5	Early Voting Ends	7am - 7pm	Exercise Your Right
Tues., 11/8	Election Day	7am - 7pm	Wait In Line To Exercise Your Right
Thurs. 11/10	Relational Classroom Management (Online)	4:30-6pm	\$10 members; \$25 nonmembers
Fri. 11/11	Veterans Day	All day	
Sat., 11/12	National Board Component 4 (In Person)	8:30am - 12pm	\$75 members; \$100 nonmembers
Tues., 11/15	Educator Focused Conversations (In-person & Online)	4:30pm - 5:30pm	Free
Thurs., 11/17	Breathe for Change	4:30pm - 5:30pm	\$5 members; \$10 nonmembers
Mon. 11/21-Tues. 11/22	Parent Teacher Conferences	All Day	Professional Conversations
Wed. 11/23-Fri. 11/24	Thanksgiving Break	3 Days	Muchas Gracias!