



Office of the Governor

**MICHELLE LUJAN GRISHAM**

## Delivering raises for New Mexico educators

Teachers have one of the most important jobs in our society – and they deserve to be compensated for the work they do in educating our future generations. The Public Education Department is proposing as part of its budget a **7% pay increase** for all New Mexico educators, as well as increases to base educator salary levels in the state’s three-tier licensure system, **raising minimum teacher salary levels to \$50,000, \$60,000, and \$70,000.**

### WHY NOW?

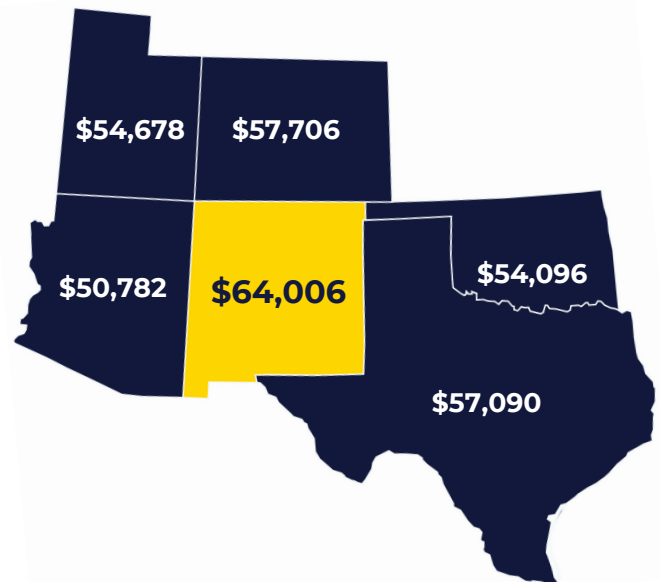
Like the majority of the country, New Mexico faces an educator shortage as more teachers retire or leave the field than enter the profession. After a successful 23% reduction in teacher vacancies in the first year of the Lujan Grisham administration, teacher vacancies amid the pandemic have increased nationwide. Boosting pay will not only attract newcomers to the field, it will also help the state retain current educators.

### BUILDING ON OUR PROGRESS

In 2019, we secured 6% raises for all New Mexico educators and dramatically increased base educator salary levels in the state’s three-tier licensure system, followed by additional 2% raises in 2020 – but there’s more to be done.

A seven percent raise for more than 50,000 K-12 educators and school staff across the state, coupled with higher entry-level salaries for new teachers, will make New Mexico more competitive and increase the average educator salary to \$64,006, putting the state on par with the national average, according to the National Center for Education Statistics.

**Average teacher salaries after implementing 7% raises and increasing minimum teacher salary levels**



NMPED and National Education Association 2021 data