

FAQs: Educator & School Staff Salary Increases UPDATE

Gov. Michelle Lujan Grisham has signed into law a 7% average pay raise for New Mexico educators in the Fiscal Year 2023 budget. Additionally, the governor has signed legislation that raises minimum salaries for the state's three teaching tiers to \$50,000, \$60,000 and \$70,000.

Q: Do all educators get the 7% average raise or is it only if they are not making the new minimum salaries?

A: If the 7% does not get an educator to the new minimums, they will automatically be bumped up to the new tier minimum, which could result in more than a 7% raise.

Q: How are the salary increases being rolled out?

A1: There is a two-part rollout. School personnel will receive a flat 3% raise before the end of this school year that is equal to 3% of one quarter of your current salary. Districts and state charter schools have two options in releasing the increase:

1. Begin including the raise in paychecks by April 1
2. Provide a lump sum payout by Aug. 1

Example:

For an educator making \$60,000, one quarter of your salary would equal \$15,000.

$\$15,000 \times .03 = \450 . The \$450 would either be spread out in the remainder of your paychecks or be given as a lump sum.

A2. The second part of the rollout takes place with the start of a new year. This will be an average increase of 4%. The reason this is "average" is because districts and charter schools will be negotiating with local unions on what this looks like in a collective bargaining agreement. For example, a district could decide that a teacher in a hard-to-staff position may get more than 4% as an incentive to stay in the position.

A3. Additional increases are possible and dependent upon a district's or charter school's participation in an Extended Learning Time Program or K-5 Plus.

Q: How much will medical insurance premiums increase?

A: The New Mexico Public School Insurance Authority Board of Directors voted to pass on a 6.0% increase to the High Option/EPO Medical Plans and a 3.2% increase to the Low Option Medical Plans, for a blended increase of 5.6%.

Q: Will I still see an increase on my paycheck if the premiums go up?

A: Yes. PED has no control over insurance premium increases, but clearly the 7% average raise and increased minimums will leave educators with more in their pockets than if premiums rose without pay increases. For example, a Tier 2 teacher making \$52,000 a year now would receive \$60,000 with the new minimums. That \$8,000 raise would more than cover the increase in the insurance premium.