

Los Alamos Public Schools



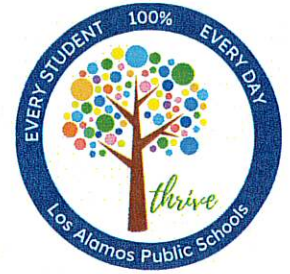
A RESOLUTION TO AMEND THE CURRENT NEPOTISM LAW TO ALLOW FOR EXCEPTIONS BASED ON LACK OF APPLICANTS TO ADDRESS STAFFING SHORTAGES IN SCHOOLS

- WHEREAS,** the current Nepotism Statute prevents the hiring of qualified residents in smaller communities, where there are limited applicants available; and
- WHEREAS,** a family with a history of service and dedication to public education, their community, and their school district may be more likely to find family members who are willing to serve on a local school board while another family member is working in that district in their schools; and
- WHEREAS,** current laws prohibit aforementioned families from serving their community and their district, and are limited in their roles if a family member is on the local school board; and
- WHEREAS,** it is increasingly difficult for districts to recruit qualified educators in New Mexico; and
- WHEREAS,** twenty counties in New Mexico have populations fewer than 35,000 residents and less populous districts and counties experience greater difficulty in recruitment as compared to larger counties due to having a smaller local population and less appeal to prospective hires, creating a smaller applicant pool; and
- WHEREAS,** the current New Mexico Nepotism Statute disproportionately impacts smaller districts from hiring qualified applicants where no other applicants are available; and
- WHEREAS,** other states have successfully implemented exceptions to nepotism laws for various needs and smaller populations ([Utah Code Ann. § 52-3-1](#), [Fla. Stat. Ann. § 112.3135](#)); and
- WHEREAS,** statute [NMSA 1978 § 10-1-10](#) has provisions for recusal when voting on issues impacting spouses.

NOW, THEREFORE, BE IT RESOLVED by the Los Alamos Public School Board to call on the New Mexico State Legislature assembled to amend the Nepotism Statute [NMSA 1978 § 22-5-6](#), to allow for exemptions based on population count and/or Superintendent justification based on qualifications and applicant pool; and

BE IT FURTHER RESOLVED that exceptions will be reviewed and a waiver will be authorized or endorsed by New Mexico Public Education Department (NMPED), or authorizing State Education Authority prior to the hiring process.

Los Alamos Public Schools



A RESOLUTION TO INCREASE EDUCATION FUNDING BY A MINIMUM AMOUNT ANNUALLY

- WHEREAS,** quality education is essential for the development and prosperity of our society, and adequate funding is critical to ensuring that all students have access to high-quality educational resources and opportunities; and
- WHEREAS,** a consistent increase in funding for salaries will improve schools' abilities to remain competitive with neighboring states in the recruitment and retention of highly qualified employees; and
- WHEREAS,** consistent and adequate funding for education is necessary to maintain and improve the quality of educational institutions and programs; and
- WHEREAS,** fluctuations in the cost of living and inflation can impact the real value of educational funding, potentially affecting the quality of education; and
- WHEREAS,** the nature of the economy results in increasing costs of goods and services; and
- WHEREAS,** funding disparities tend to be exacerbated when as a result of an economic downturn, which result in issues that persist well after recovery is underway ⁽¹⁾; and
- WHEREAS,** without increased education spending after recessions, school districts would suffer from an even greater decline in funding and even wider gaps between funding flowing to low-poverty and high-poverty districts ⁽¹⁾; and
- WHEREAS,** inflationary pressures result in increased costs in every area of public education, including salaries, insurance, facilities maintenance, instructional materials, transportation, and technology, etc.; and
- WHEREAS,** consistent annual increases in funding would allow for school districts to better plan future budgets; and
- WHEREAS,** the Consumer Price Index (CPI) is a reliable measure of inflation that reflects changes in the cost of living and can be used to adjust funding levels to ensure they keep pace with economic conditions;

NOW, THEREFORE, BE IT RESOLVED by the Los Alamos Public School Board to call on the New Mexico State Legislature to implement the following mandate for education funding:

Los Alamos Public Schools



- **Annual Increase:** The base funding allocated to educational institutions shall be increased each fiscal year by the greater of:
 - Four percent (4%) of the previous year's funding, or
 - The percentage increase in the Consumer Price Index (CPI) for the preceding calendar year, as published by the Bureau of Labor Statistics.
- **Implementation and Adjustment:**
 - The increase shall be calculated annually based on the most recent CPI data available at the time of budget preparation.
 - Adjustments shall be made to ensure that funding increases are applied uniformly across all preK- 12 public and charter schools receiving state educational funding.

BE IT FURTHER RESOLVED that the legislature reaffirms its commitment to providing necessary resources to support and enhance educational outcomes for all students, adapting funding mechanisms in response to economic conditions.

- (1) [Public education funding in the U.S. needs an overhaul: How a larger federal role would boost equity and shield children from disinvestment during downturns | Economic Policy Institute \(epi.org\)](#)

Los Alamos Public Schools



A RESOLUTION TO ENSURE EQUITABLE ACCESS TO HIGHLY QUALIFIED TEACHERS TO PROVIDE READING AND MATH INTERVENTION IN EVERY SCHOOL

WHEREAS, the New Mexico School Board Association is committed to providing a high-quality education to all students with our state, irrespective of their individual learning needs; and

WHEREAS, a substantial number of students within our state require additional academic support in the areas of mathematics and reading to attain grade-level proficiency and academic success; and

WHEREAS, research has consistently demonstrated that intervention services, delivered by qualified math and reading interventionists, significantly enhance the academic progress of struggling students; and

WHEREAS the New Mexico State Legislature plays a crucial role in determining the allocation of resources to school districts across the state;

NOW, THEREFORE, BE IT RESOLVED by the New Mexico School Board Association that:

1. We call upon the New Mexico State Legislature to allocate funds to ensure that every school in the state has at least one full – time math interventionist and one full – time reading interventionist beginning with the academic year 2025 – 2026.
2. These math and reading interventionists shall possess the necessary qualifications and certifications to effectively support students with diverse learning needs in these subjects.
3. We urge the New Mexico State Legislature to provide adequate funding to cover salaries, benefits, and professional development for math and reading interventionists.
4. We recognize that the presence of math and reading interventionists will help bridge the achievement gap and improve educational outcomes for students across our state.

BE IT FURTHER RESOLVED that the New Mexico State Legislature develop clear guidelines for the roles and responsibilities of math and reading interventionists, as well as metrics for evaluating their effectiveness.