

Hello Fellow Board Member

I am Dave Weaver, currently serving as President of the Board of Education for the Alamogordo School District. I have served for five years now. I have an idea I would like to run by your board. It concerns the shortage of teachers we are all facing and the lack of students pursuing Education Degrees.

I will be attending the NMSBA Board Institute in Santa Fe in February and hope to get my idea into all of our legislator's hands. So if you would take a moment to look at what I hope will become an initiative and see if you agree with it. If you do, please bring it to your board and get their opinions. If you can be supportive, please sign the attached letter and ask your board members to sign it. Then please send the signed form to me at:

I am hopeful that having a stack of signed petitions by a majority of our school boards will spur some of our legislators to act of it.

Here is the idea:

Fact: We are facing a shortage of qualified teachers.

Fact: Very few college students are studying toward a degree in education.

Fact: New Mexico teachers are paid much less than many states.

We know there are lots of high school graduates that are going to college and who have, over the years, been exposed to many teachers that love their work. Many would like to become teachers, maybe because of a teacher they had, or because their mom or dad was a teacher. Many of these students would go into education, but while they know the love of teaching would be satisfying, they know the return in money is not there. We need to make their path into teaching more enticing.

A SOLUTION:

Let's ask the State of New Mexico to draft and pass a law that would make teaching a more enticing occupation. We want the state to pay for the education of our teachers. However, there are several criteria that would have to be met by the student.

- A. The student would use whatever means they have available to them to go to college and earn a Bachelor's Degree in Education. That would be by family funds, scholarships, NM Lottery, student loans, or any other means they may have.
- B. Upon receiving their education degree and State License, the student must seek employment in a New Mexico school district.
- C. Upon employment as a teacher, they must work in that capacity for two years.
- D. In the month after they begin their third year and have received tenure, he or she would receive a check from the State of New Mexico for their expenses in acquiring their teacher's degree and certificate.

The check from the state would cover all expenses, MINUS any scholarship money they received and any money received from the New Mexico Lottery. The university they attend could be challenged to secure the records of costs for the student and forward that information to the state. The district they are teaching in would then notify the state when he or she qualify for the bonus.

I think all of New Mexico is equal in the fact that our teachers who have taught for two full years have tenure. I know from my own experience many years ago when my wife attained her tenure, we made changes in our life. We bought a house and we made a commitment to stay in the town she was teaching in. We stayed there for many years. I think any teacher who were handed a \$30,000 or \$40,000 check, might just do the same thing, buy a house and put down roots in YOUR community, in YOUR schools, and continue to teach YOUR children for many years.

This is an investment in our school district, our community, our state, and most of all to our kids. Please support this initiative and help me send this message to our legislators.

I have spoken to all four of our legislators from my area and they are all agreeable that we have to do something and they all like this idea. Rep. Yvette Herrell has asked me to help draft bill while I am in Santa Fe.

Thanks for reading and thanks for any support.

Dave Weaver

Alamogordo Public Schools Board of Education President

PS: Would you mind sending me a reply so I know you received this. It can be blank.