

HOUSE BILL 433

57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025

INTRODUCED BY

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AN ACT

RELATING TO EDUCATION; PROVIDING FOR THE HIGHER EDUCATION
DEPARTMENT, IN COLLABORATION WITH THE PUBLIC EDUCATION
DEPARTMENT, THE WORKFORCE SOLUTIONS DEPARTMENT AND THE
LEGISLATIVE EDUCATION STUDY COMMITTEE, TO CONDUCT A
COMPREHENSIVE STUDY REGARDING THE AVAILABILITY OF CAREER AND
TECHNICAL EDUCATION COURSES AND COURSE INSTRUCTORS AND THE
SALARIES AND COMPENSATION PACKAGES FOR CAREER AND TECHNICAL
EDUCATION INSTRUCTORS; REQUIRING A REPORT AND RECOMMENDATIONS;
MAKING AN APPROPRIATION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. TEMPORARY PROVISION--HIGHER EDUCATION
DEPARTMENT--STUDY--CAREER AND TECHNICAL EDUCATION COURSES--
INSTRUCTORS--SALARIES AND COMPENSATION--RECOMMENDATIONS--
REPORT.--

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1 A. The higher education department, in
2 collaboration with the public education department, the
3 workforce solutions department and the legislative education
4 study committee, shall conduct a comprehensive study regarding
5 the availability of career and technical education courses and
6 course instructors and the salaries and compensation packages
7 of career and technical education instructors in the state.

8 B. The study required pursuant to this section
9 shall:

10 (1) identify and evaluate the availability of
11 career and technical education courses offered in the state,
12 with a focus on ways to address and meet current and
13 anticipated future needs and demands for students and industry,
14 including:

15 (a) whether a known or identified demand
16 for a course exceeds the course availability or the course is
17 not available;

18 (b) whether the courses offered
19 adequately address the needs of the students seeking specific
20 skills for workforce jobs or the industry employers seeking
21 workers with those specific skills;

22 (c) whether the courses offered
23 adequately address the current or future industry workforce
24 needs, including shortages that may be identified during the
25 evaluation or by industry employers;

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1 (d) the reason for any course shortages
2 or anticipated future course shortages;

3 (e) whether there is an opportunity to
4 work with industry employers to identify ways to incorporate
5 industry employer incentives to help address workforce
6 shortages and future needs; and

7 (f) whether any other current or future
8 matters or concerns exist related to career and technical
9 education courses, particularly any matters or concerns
10 indicated by industry employers;

11 (2) evaluate the salaries and compensation
12 packages for career and technical education instructors in the
13 state, including:

14 (a) an in-depth review of the salaries
15 paid to instructors, with a focus on instructors teaching at
16 community colleges;

17 (b) the number of instructors currently
18 employed, including the number of career and technical
19 education courses each instructor teaches;

20 (c) whether there is a shortage of
21 career and technical education instructors and an indication of
22 any area of career and technical education in which a shortage
23 exists and the reason for any shortage identified; and

24 (d) a comparison of the salaries and
25 compensation packages for career and technical education

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1 instructors with those of higher education instructors in the
2 state; and

3 (3) create a comprehensive report from the
4 study that includes the findings from the evaluation of the
5 career and technical education courses in Paragraph (1) of this
6 subsection and the findings from the evaluation of the career
7 and technical education instructors in Paragraph (2) of this
8 subsection.

9 C. In addition to the findings required in
10 Subsection B of this section, the comprehensive report shall
11 include all matters or concerns identified from the study,
12 including any known reasons for the findings, issues identified
13 or anticipated, input from industry employers and
14 recommendations for immediate steps to take and longer-term
15 actions to address matters or concerns identified in the study.

16 D. The study required in this section shall be
17 completed no later than October 1, 2025, at which time the
18 study shall be provided to the governor, the legislative
19 finance committee and any other appropriate legislative
20 committees.

21 E. As used in this section, "industry employers"
22 means employers or businesses identified by the workforce
23 solutions department to provide input and recommendations to
24 that department as part of that department's collaboration with
25 the higher education department and the legislative education

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1 study committee for the study required pursuant to this
2 section.

3 SECTION 2. APPROPRIATION.--One hundred thousand dollars
4 (\$100,000) is appropriated from the general fund to the higher
5 education department for expenditure in fiscal year 2026 to
6 conduct the study required pursuant to Section 1 of this act.
7 Any unexpended or unencumbered balance remaining at the end of
8 fiscal year 2026 shall revert to the general fund.

9 SECTION 3. EFFECTIVE DATE.--The effective date of the
10 provisions of this act is July 1, 2025.