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LEGISLATIVE EDUCATION STUDY COMMITTEE
BILL ANALYSIS
53rd Legislature, 2nd Session, 2018

Bill Number SB57 **Sponsor** Ivey-Soto
Tracking Number .209306.2 **Committee Referrals** SCC/SEC/SFC
Short Title School District Personnel Minimum Salaries
Analyst Bedeaux **Original Date** 2/1/18
Last Updated _____

BILL SUMMARY

Synopsis of Bill

Senate Bill 57 (SB57) amends the public school code to establish a minimum salary of \$16 per hour for all school-district employed and contracted school district cafeteria staff, school bus drivers, non-certified personnel, and licensed educational assistants beginning in FY20. In subsequent fiscal years, the amount shall be adjusted based on the percentage change in the consumer price index (CPI).

FISCAL IMPACT

SB57 does not contain an appropriation.

School districts and charter schools will be impacted by SB57's minimum wage rate of \$16 in FY20. Based on wage data for 48,173 public school employees obtained from the Public Education Department (PED), LESC staff estimates the statewide impact of increasing wages and providing benefits at 30 percent would be \$62.6 million in FY20, recurring in subsequent fiscal years. As the minimum wage under SB57 increases with the percentage change in the CPI, the fiscal impact will grow in subsequent fiscal years, to \$70.1 million in FY21 and \$77.4 million in FY22. The impact to each school district and charter school can be found on Attachment 1.

Fiscal Impact of SB57, FY19-FY22

	FY19	FY20	FY21	FY22	
Percent Increase in CPI	--	--	2.6%	2.4%	Recurring or Nonrecurring
Minimum Wage for Certified Educational Assistants and Noncertified Personnel	\$7.50	\$16.00	\$16.42	\$16.81	
Cost to School Districts (in thousands)	--	(\$62,590.0)	(\$70,130.4)	(\$77,370.3)	Recurring

Source: LESC Files, LFC Files, Global Insight

A forecast by Global Insight, the forecasting agency the Legislative Finance Committee relies on when projecting changes in the CPI, projects the CPI to increase by 2.6 percent in FY21 and 2.4 in FY22. SB57 would increase the minimum wage for non-certified personnel and certified

educational assistants at a proportional rate, from \$16 in FY20, to \$16.42 in FY21, then to \$16.81 in FY22, based on the projected percent increase in the CPI.

According to PED data, there are 10,399 certified educational assistants and non-certified personnel that make less than \$16 per hour. A plurality (39 percent) of SB57’s fiscal impact would be realized by certified educational assistants, whose hourly wage would increase from a statewide average of approximately \$13.37 per hour to \$16 per hour. Bus drivers would increase from an average of \$12.76 per hour, cafeteria workers from \$12.02 per hour, and maintenance personnel from \$15.39 per hour.

**FY20 Cost of SB57
by Personnel Category**

	New Wages and Benefits at 30%	Percent of Total
<i>Certified Personnel</i>		
Educational Assistants	\$24,479,905	39%
<i>Noncertified Personnel</i>		
Bus Drivers	\$4,697,785	8%
Cafeteria Workers	\$9,707,984	16%
Custodians	\$2,009,933	3%
Educational Assistants	\$7,836,489	13%
Healthcare	\$220,981	0.4%
Maintenance	\$3,383,164	5%
Other Personnel	\$9,999,110	16%
Principal	\$27,290	0.04%
Related Service Personnel	\$10,031	0.02%
Teachers	\$217,551	0.3%
<i>Statewide FY20 Impact</i>	\$62,590,224	100%

Source: LESC Analysis of PED Data

SUBSTANTIVE ISSUES

The public school code currently lists a minimum wage rate of \$6 per hour, a rate lower than the federal minimum wage of \$7.25 and the statewide minimum wage of \$7.50. School district and charter schools are currently required to pay personnel at least \$7.50 per hour, but the local minimum wage provisions in Bernalillo County, Santa Fe County, and the city of Las Cruces are all higher than this. SB57’s \$16 wage is higher than the minimum wage in all of these areas.

A study by the National Conference of State Legislatures (NCSL) confirms that 32 states currently have a statewide minimum wage higher than \$7.50. A ballot initiative in Colorado increased the minimum wage to \$9.30 on January 1, 2017, with steady increases to \$12 in 2020. After that, the minimum wage will be increased annually for the cost of living. A ballot initiative in Arizona raised the minimum wage to \$10 on January 1, 2017. The local minimum wage in Flagstaff, AZ was raised to \$15 per hour. Texas’ minimum wage mirrors the federal \$7.25 figure, although local counties and cities may have a higher minimum wage.

Raising the minimum wage without also raising the wages and salaries of other workers can result in a climate of pay compression. Pay compression occurs when there is little difference in the salaries of new employees and experienced employees. Imagine a minimum wage employee hired two years ago whose starting hourly rate of \$13 steadily grew to a rate of \$16. If SB57 is signed into law, this employee would make exactly as much as a brand new hire on July 1, 2019. The fiscal impact to school districts and charter schools would be exacerbated if they received pressure to maintain significant differences in job salary based on education level, qualifications, skills, and performance.

Though it is unlikely, if the CPI decreases as a result of a decrease in the cost of living, the language of the bill requires the salaries of non-certified personnel and educational assistants be decreased. The Legislature may wish to consider protections that ensure the salary of employees will not be decreased as a result of a decrease in the cost of living.

Language in SB57 would exclude certified employees who are not educational assistants, a group including administrative staff and some teachers, from receiving the \$16 minimum wage. The data used for this analysis show 481 certified employees who receive less than \$16 per hour and *would not* see a pay increase as a result of this bill. Taking all certified and non-certified employees to the \$16 per hour minimum wage would cost an additional \$2.8 million in FY20.

ADMINISTRATIVE IMPLICATIONS

SB57 does not allocate state funds for increased compensation in school districts and state-chartered charter schools. Given that the public school funding formula does not include a provision for wage increases, SB57 places a significant financial burden on school districts, which would have to spend money from their operational funds to offset the cost of increased wages.

OTHER SIGNIFICANT ISSUES

The House Appropriations and Finance Committee substitute for House Bill 2 (HAFC/HB2) includes language that would increase the minimum salaries of level 1, 2, and 3 teachers. Additional language in Section 8 of the bill includes appropriations of \$31.3 million to increase licensed teacher salaries by 2.5 percent, \$14.1 million to increase certified and non-certified personnel salaries by 2 percent, and \$1.5 million to increase school district and charter school transportation employee salaries by 2 percent.

Data for this analysis was obtained from PED and used with the following assumptions:

1. Records that were entered with a full time equivalency (FTE) or salary equal to zero were excluded.
2. Records for athletic coaches were excluded.
3. The hourly wage of a salaried employee is equal to salary divided by the number of hours worked per year.
4. Per PED staff analysis, employees entered as business office administrators, maintenance employees, or data personnel were considered to have worked a full-year schedule, or 2080 hours per year. Other employees were considered to have worked on an abbreviated schedule, 7 hours per day for 183 days, or 1,281 hours per year.
5. Holding all above assumptions, if an employee was calculated as making less than the minimum wage, it was assumed that employee was making exactly the minimum wage for fewer total hours. This assumption affected 342 of the 42,173 employees (less than one percent) in the dataset.

ALTERNATIVES

The Legislature may wish to consider making the minimum wage increase apply to all certified personnel, rather than only increasing salary for certified educational assistants.

RELATED BILLS

Related to HB60, Increase Minimum Wage, which increases the statewide minimum wage to \$15 per hour in FY20, adjusted annually for the cost of living.

Related to SB206, Raise Minimum Wage, which increases the statewide minimum wage to \$9.00 per hour for full employees, \$8.00 per hour for trainee employees, and \$2.63 for tipped employees.

Related to SB317, Public Employee Salary Increases, which appropriates \$51.2 million to the state equalization guarantee to provide a 2.5 percent increase in salary for school district and charter school personnel.

Related to appropriation in the General Appropriation Act, HAFC/HB2, \$14.1 million to increase certified and non-certified personnel salaries by 2 percent, and \$1.5 million to increase school district and charter school transportation employee salaries by 2 percent.

SOURCES OF INFORMATION

- LESC Files

TCB/rab

Fiscal Impact of SB57 to School Districts and Charter Schools, FY20-FY22
Cost of Wages for Certified Educational Assistants and Noncertified Employees and Benefits at 30 Percent

	School District or Charter School	FY18 Cost	FY20 Increase (vs. FY18)	FY21 Increase (vs. FY18)	FY22 Increase (vs. FY18)
	SCHOOL DISTRICTS				
1	ALAMOGORDO	\$8,661,152	\$1,384,726 16%	\$1,535,952 18%	\$1,680,846 19%
2	ALBUQUERQUE	\$157,950,664	\$13,139,537 8%	\$14,971,423 9%	\$16,727,905 11%
3	ANIMAS	\$461,135	\$49,845 11%	\$55,177 12%	\$60,653 13%
4	ARTESIA	\$5,153,732	\$497,334 10%	\$551,706 11%	\$604,380 12%
5	AZTEC	\$4,135,895	\$897,397 22%	\$978,569 24%	\$1,054,925 26%
6	BELEN	\$10,483,628	\$487,358 5%	\$547,617 5%	\$605,113 6%
7	BERNALILLO	\$6,013,491	\$936,101 16%	\$1,046,911 17%	\$1,153,537 19%
8	BLOOMFIELD	\$5,260,471	\$1,239,683 24%	\$1,346,179 26%	\$1,446,387 27%
9	CAPITAN	\$745,047	\$235,884 32%	\$254,416 34%	\$271,899 36%
10	CARLSBAD	\$11,908,719	\$938,911 8%	\$1,028,181 9%	\$1,111,979 9%
11	CARRIZOZO	\$298,420	\$58,001 19%	\$64,296 22%	\$70,141 24%
12	CENTRAL CONS.	\$11,609,276	\$1,078,139 9%	\$1,212,021 10%	\$1,339,811 12%
13	CHAMA	\$856,525	\$38,032 4%	\$45,725 5%	\$52,869 6%
14	CIMARRON	\$1,345,123	\$85,641 6%	\$95,789 7%	\$105,287 8%
15	CLAYTON	\$1,130,942	\$65,935 6%	\$75,043 7%	\$89,115 8%
16	CLOUDCROFT	\$696,263	\$112,762 16%	\$126,583 18%	\$139,453 20%
17	CLOVIS	\$11,665,838	\$1,771,475 15%	\$1,997,121 17%	\$2,215,257 19%
18	COBRE CONS.	\$2,211,483	\$515,714 23%	\$562,485 25%	\$605,916 27%
19	CORONA	\$425,339	\$119,118 28%	\$127,949 30%	\$136,150 32%
20	CUBA	\$1,704,274	\$96,065 6%	\$114,320 7%	\$131,367 8%
21	DEMING	\$14,019,030	\$1,740,835 12%	\$1,939,724 14%	\$2,128,717 15%
22	DES MOINES	\$348,368	\$50,720 15%	\$58,112 17%	\$65,256 19%
23	DEXTER	\$1,822,269	\$254,245 14%	\$280,404 15%	\$305,650 17%
24	DORA	\$615,200	\$95,328 15%	\$105,992 17%	\$115,895 19%
25	DULCE	\$2,191,730	\$60,584 3%	\$71,065 3%	\$80,991 4%
26	ELIDA	\$270,515	\$31,789 12%	\$35,023 13%	\$38,026 14%
27	ESPANOLA	\$6,298,062	\$924,584 15%	\$1,015,485 16%	\$1,108,332 18%
28	ESTANCIA	\$997,858	\$193,587 19%	\$215,219 22%	\$237,098 24%
29	EUNICE	\$1,409,514	\$241,844 17%	\$271,856 19%	\$300,656 21%
30	FARMINGTON	\$14,487,105	\$1,843,140 13%	\$2,056,034 14%	\$2,258,786 16%
31	FLOYD	\$457,231	\$107,024 23%	\$116,909 26%	\$126,542 28%
32	FT SUMNER	\$566,712	\$111,965 20%	\$124,465 22%	\$136,071 24%
33	GADSDEN	\$19,621,744	\$3,842,735 20%	\$4,245,830 22%	\$4,632,750 24%
34	GALLUP	\$18,139,737	\$2,291,708 13%	\$2,618,571 14%	\$2,939,653 16%
35	GRADY	\$333,037	\$59,013 18%	\$63,541 19%	\$67,745 20%
36	GRANTS	\$7,036,271	\$1,302,611 19%	\$1,454,801 21%	\$1,599,484 23%
37	HAGERMAN	\$570,895	\$130,001 23%	\$143,727 25%	\$156,894 27%
38	HATCH	\$2,595,705	\$275,089 11%	\$305,618 12%	\$336,711 13%
39	HOBBS	\$11,278,983	\$1,948,171 17%	\$2,165,967 19%	\$2,372,549 21%
40	HONDO	\$329,121	\$43,526 13%	\$46,881 14%	\$49,996 15%
41	HOUSE	\$342,438	\$28,126 8%	\$31,623 9%	\$34,870 10%
42	JAL	\$1,020,720	\$131,224 13%	\$145,743 14%	\$160,237 16%
43	JEMEZ MOUNTAIN	\$1,045,453	\$63,688 6%	\$74,645 7%	\$86,399 8%
44	JEMEZ VALLEY	\$1,119,222	\$119,587 11%	\$134,841 12%	\$149,084 13%
45	LAKE ARTHUR	\$766,216	\$23,503 3%	\$26,300 3%	\$28,898 4%
46	LAS CRUCES	\$32,838,983	\$4,746,151 14%	\$5,358,668 16%	\$5,950,881 18%
47	LAS VEGAS CITY	\$2,813,179	\$346,086 12%	\$380,279 14%	\$412,800 15%
48	LOGAN	\$539,728	\$75,473 14%	\$87,814 16%	\$99,421 18%
49	LORDSBURG	\$1,278,844	\$174,392 14%	\$197,065 15%	\$219,575 17%
50	LOS ALAMOS	\$8,363,942	\$776,259 9%	\$866,625 10%	\$952,901 11%

Fiscal Impact of SB57 to School Districts and Charter Schools, FY20-FY22
Cost of Wages for Certified Educational Assistants and Noncertified Employees and Benefits at 30 Percent

	School District or Charter School	FY18 Cost	FY20 Increase (vs. FY18)		FY21 Increase (vs. FY18)		FY22 Increase (vs. FY18)	
51	LOS LUNAS	\$14,843,176	\$2,302,309	16%	\$2,520,721	17%	\$2,730,270	18%
52	LOVING	\$1,427,411	\$44,020	3%	\$47,667	3%	\$51,054	4%
53	LOVINGTON	\$4,639,710	\$501,883	11%	\$565,250	12%	\$626,042	13%
54	MAGDALENA	\$1,297,006	\$138,420	11%	\$155,348	12%	\$172,039	13%
55	MAXWELL	\$482,983	\$49,251	10%	\$55,150	11%	\$60,627	13%
56	MELROSE	\$485,843	\$70,539	15%	\$76,790	16%	\$82,594	17%
57	MESA VISTA	\$729,356	\$70,499	10%	\$78,051	11%	\$85,733	12%
58	MORA	\$0 **	\$0	0%	\$0	0%	\$0	0%
59	MORIARTY-EDGEWOOD	\$4,529,619	\$1,127,243	25%	\$1,222,833	27%	\$1,312,132	29%
60	MOSQUERO	\$63,330	\$23,708	37%	\$25,096	40%	\$26,385	42%
61	MOUNTAINAIR	\$454,739	\$79,282	17%	\$88,690	20%	\$97,425	21%
62	PECOS	\$1,286,718	\$113,342	9%	\$125,869	10%	\$138,856	11%
63	PENASCO	\$2,529,658	\$324,801	13%	\$357,484	14%	\$388,229	15%
64	POJOAQUE	\$3,223,167	\$330,332	10%	\$373,383	12%	\$415,504	13%
65	PORTALES	\$3,668,978	\$570,571	16%	\$634,829	17%	\$697,669	19%
66	QUEMADO	\$577,522	\$114,516	20%	\$124,308	22%	\$133,400	23%
67	QUESTA	\$2,021,336	\$170,461	8%	\$190,605	9%	\$210,885	10%
68	RATON	\$1,265,688	\$345,457	27%	\$374,695	30%	\$403,450	32%
69	RESERVE	\$562,992	\$60,819	11%	\$68,569	12%	\$75,765	13%
70	RIO RANCHO	\$22,178,522	\$3,408,300	15%	\$3,752,966	17%	\$4,079,250	18%
71	ROSWELL	\$12,585,806	\$1,227,181	10%	\$1,371,288	11%	\$1,506,454	12%
72	ROY	\$167,141	\$13,551	8%	\$15,386	9%	\$17,090	10%
73	RUIDOSO	\$2,492,373	\$328,764	13%	\$365,134	15%	\$399,228	16%
74	SAN JON	\$598,813	\$72,953	12%	\$80,820	13%	\$88,283	15%
75	SANTA FE	\$23,026,141	\$1,403,769	6%	\$1,659,764	7%	\$1,906,430	8%
76	SANTA ROSA	\$1,800,926	\$252,745	14%	\$279,337	16%	\$304,422	17%
77	SILVER CITY	\$3,735,528	\$447,900	12%	\$501,463	13%	\$552,618	15%
78	SOCORRO	\$4,246,762	\$431,791	10%	\$483,686	11%	\$534,722	13%
79	SPRINGER	\$523,504	\$86,928	17%	\$96,208	18%	\$104,825	20%
80	TAOS	\$4,563,468	\$466,503	10%	\$529,081	12%	\$587,823	13%
81	TATUM	\$1,631,739	\$180,995	11%	\$198,327	12%	\$214,597	13%
82	TEXICO	\$819,909	\$77,457	9%	\$89,347	11%	\$100,388	12%
83	TRUTH OR CONS.	\$2,940,284	\$142,344	5%	\$162,672	6%	\$183,264	6%
84	TUCUMCARI	\$1,971,150	\$188,055	10%	\$214,781	11%	\$241,857	12%
85	TULAROSA	\$1,431,565	\$179,447	13%	\$205,672	14%	\$230,545	16%
86	VAUGHN	\$491,512	\$33,413	7%	\$36,894	8%	\$40,127	8%
87	WAGON MOUND	\$640,618	\$131,128	20%	\$141,853	22%	\$152,438	24%
88	WEST LAS VEGAS	\$2,514,338	\$324,632	13%	\$363,779	14%	\$401,452	16%
89	ZUNI	\$4,315,250	\$166,126	4%	\$198,529	5%	\$229,733	5%
	STATE CHARTERED CHARTER SCHOOLS							0
90	ABQ SCHOOL OF EXCELLENCE	\$125,241	\$16,494	13%	\$18,593	15%	\$20,541	16%
91	ABQ SIGN LANGUAGE ACADEMY	\$442,471	\$42,529	10%	\$51,121	12%	\$59,564	13%
92	ACADEMY OF TRADES AND TECH	\$61,560	\$0	0%	\$0	0%	\$0	0%
93	ACE LEADERSHIP HIGH SCHOOL	\$740,043	\$0	0%	\$0	0%	\$0	0%
94	ALBUQUERQUE INSTITUTE OF MATH & SCIENCE	\$311,715	\$0	0%	\$0	0%	\$0	0%
95	ALDO LEOPOLD CHARTER	\$347,003	\$26,486	8%	\$28,575	8%	\$30,611	9%
96	ALMA D'ARTE CHARTER	\$159,545	\$0	0%	\$0	0%	\$0	0%
97	AMY BIEHL CHARTER HIGH SCHOOL	\$273,732	\$3,163	1%	\$3,862	1%	\$4,512	2%
98	ANTHONY CHARTER SCHOOL	\$186,662	\$2,915	2%	\$4,313	2%	\$5,612	3%
99	CARINOS DE LOS NINOS	\$187,368	\$0	0%	\$0	0%	\$0	0%
100	CESAR CHAVEZ COMMUNITY SCHOOL	\$366,796	\$0	0%	\$0	0%	\$0	0%

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101	CORAL COMMUNITY CHARTER	\$326,755	\$30,099	9%	\$35,694	11%	\$41,220	13%
102	COTTONWOOD CLASSICAL PREP	\$670,153	\$385	0%	\$1,084	0%	\$1,734	0%
103	DEAP	\$83,963	\$0	0%	\$0	0%	\$0	0%
104	DREAM DINE	\$46,800	\$6,490	14%	\$7,888	17%	\$9,187	20%
105	ESTANCIA VALLEY CLASSICAL ACADEMY	\$291,577	\$59,735	20%	\$67,865	23%	\$75,414	26%
106	EXPLORE ACADEMY	\$151,483	\$0	0%	\$0	0%	\$0	0%
107	GILBERT L SENA CHARTER HS	\$207,296	\$2,282	1%	\$2,981	1%	\$3,630	2%
108	HEALTH LEADERSHIP HIGH SCHOOL	\$166,491	\$7,145	4%	\$7,844	5%	\$8,649	5%
109	HORIZON ACADEMY WEST	\$244,218	\$38,406	16%	\$43,302	18%	\$47,848	20%
110	J PAUL TAYLOR ACADEMY	\$287,502	\$11,785	4%	\$13,883	5%	\$15,831	6%
111	LA ACADEMIA DOLORES HUERTA	\$164,740	\$21,139	13%	\$23,937	15%	\$26,535	16%
112	LA PROMESA EARLY LEARNING	\$373,030	\$44,156	12%	\$52,549	14%	\$60,343	16%
113	LA TIERRA MONTESSORI SCHOOL	\$130,676	\$2,933	2%	\$3,632	3%	\$4,282	3%
114	LAS MONTANAS CHARTER	\$118,626	\$27,356	23%	\$29,454	25%	\$31,403	26%
115	MCCURDY CHARTER SCHOOL	\$234,520	\$29,723	13%	\$33,657	14%	\$37,309	16%
116	MEDIA ARTS COLLABORATIVE CHARTER	\$172,575	\$0	0%	\$434	0%	\$1,951	1%
117	MISSION ACHIEVEMENT AND SUCCESS	\$281,311	\$6,717	2%	\$7,853	3%	\$8,951	3%
118	MONTE DEL SOL CHARTER	\$193,337	\$959	0%	\$2,095	1%	\$3,150	2%
119	MONTESSORI ELEMENTARY SCHOOL	\$483,600	\$72,727	15%	\$82,519	17%	\$91,612	19%
120	NEW AMERICA SCHOOL	\$496,217	\$0	0%	\$0	0%	\$0	0%
121	NEW AMERICA SCHOOL - LAS CRUCES	\$392,601	\$73,876	19%	\$78,590	20%	\$83,508	21%
122	NEW MEXICO CONNECTIONS ACADEMY	\$188,315	\$0	0%	\$0	0%	\$0	0%
123	NM SCHOOL FOR ARTS	\$338,677	\$13,928	4%	\$15,883	5%	\$17,792	5%
124	NORTH VALLEY CHARTER	\$300,320	\$11,300	4%	\$12,698	4%	\$14,132	5%
125	RED RIVER VALLEY CHARTER SCHOOL	\$39,130	\$0	0%	\$0	0%	\$0	0%
126	ROOTS AND WINGS COMMUNITY	\$47,516	\$5,773	12%	\$7,172	15%	\$8,471	18%
127	SANDOVAL ACADEMY OF BILINGUAL EDUCATION	\$58,924	\$2,984	5%	\$3,683	6%	\$4,332	7%
128	SCHOOL OF DREAMS ACADEMY	\$677,179	\$42,458	6%	\$49,189	7%	\$55,439	8%
129	SIX DIRECTIONS INDIGENOUS SCHOOL	\$250,435	\$3,197	1%	\$3,896	2%	\$4,546	2%
130	SOUTH VALLEY PREP	\$136,344	\$8,597	6%	\$9,996	7%	\$11,295	8%
131	SOUTHWEST PREPARATORY LEARNING CENTER	\$208,910	\$4,930	2%	\$6,328	3%	\$7,627	4%
132	SOUTHWEST SECONDARY LEARNING CENTER	\$712,550	\$6,100	1%	\$7,498	1%	\$8,797	1%
133	STUDENT ATHLETE HEADQUARTERS (SAHQ)	\$183,971	\$29,134	16%	\$31,035	17%	\$32,800	18%
134	SW AERONAUTICS MATHEMATICS AND SCIENCE	\$362,830	\$9,220	3%	\$10,618	3%	\$11,917	3%
135	TAOS ACADEMY	\$176,029	\$38,943	22%	\$41,283	23%	\$43,455	25%
136	TAOS INTEGRATED SCHOOL OF THE ARTS	\$214,715	\$7,904	4%	\$11,401	5%	\$14,648	7%
137	TAOS INTERNATIONAL SCHOOL	\$167,505	\$20,049	12%	\$22,583	13%	\$24,937	15%
138	TECHNOLOGY LEADERSHIP	\$267,800	\$0	0%	\$0	0%	\$0	0%
139	THE ASK ACADEMY	\$258,635	\$19,485	8%	\$22,384	9%	\$25,075	10%
140	THE GREAT ACADEMY	\$95,638	\$0	0%	\$0	0%	\$0	0%
141	THE MASTER PROGRAM	\$298,514	\$0	0%	\$0	0%	\$0	0%
142	TIERRA ADENTRO	\$270,622	\$21,083	8%	\$23,164	9%	\$25,097	9%
143	TIERRA ENCANTADA CHARTER SCHOOL	\$75,795	\$0	0%	\$0	0%	\$0	0%
144	TURQUOISE TRAIL CHARTER SCHOOL	\$256,466	\$11,558	5%	\$14,569	6%	\$17,816	7%
145	WALATOWA CHARTER HIGH	\$167,116	\$24,007	14%	\$26,666	16%	\$29,264	18%
147	Grand Total	\$547,473,348	\$62,590,224	11%	\$70,130,390	13%	\$77,370,302	14%

Source: LESC Analysis of PED Data

** Mora did not report any employees as noncertified employees or certified educational assistants.