

<b>LFC Requester:</b>	<b>Sunny Liu</b>
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**AGENCY BILL ANALYSIS - 2025 REGULAR SESSION**

**WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO**

**[AgencyAnalysis.nmlegis.gov](http://AgencyAnalysis.nmlegis.gov) and email to [billanalysis@dfa.nm.gov](mailto:billanalysis@dfa.nm.gov)**

*(Analysis must be uploaded as a PDF)*

**SECTION I: GENERAL INFORMATION**

*{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}*

**Date Prepared:** 1/29/2025 *Check all that apply:*  
**Bill Number:** HB156 Original  Correction   
 Amendment  Substitute

**Sponsor:** Joy Garratt **Agency Name** New Mexico Public Schools  
Mimi Stewart **and Code** Insurance Authority 34200  
**Short Title:** Increase Educational Salaries **Number:** \_\_\_\_\_  
**Person Writing** Kaylynn Roybal  
**Phone:** 505-476-1672 **Email** kaylynn.roybal@psia.

**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		

(Parenthesis ( ) indicate expenditure decreases)

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		

(Parenthesis ( ) indicate revenue decreases)

**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>						

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:  
Duplicates/Relates to Appropriation in the General Appropriation Act

### **SECTION III: NARRATIVE**

#### **BILL SUMMARY**

Proposes amendments to the New Mexico School Personnel Act, specifically targeting the minimum salary structures for teachers, school counselors, and school administrators. The bill seeks to amend Sections 22-10A-7, 22-10A-10, 22-10A-11, and 22-10A-11.3 of the New Mexico Statutes Annotated (NMSA) 1978.

#### Original Provisions:

1. Section 22-10A-7 NMSA 1978 (Level One Licensure):
  - Established a minimum salary of fifty thousand dollars (\$50,000) for level one teachers holding a standard nine and one-half month contract.
2. Section 22-10A-10 NMSA 1978 (Level Two Licensure):
  - Set a minimum salary of sixty thousand dollars (\$60,000) for level two teachers with a standard contract of the same duration.
3. Section 22-10A-11 NMSA 1978 (Level Three-A Licensure):
  - Specified a minimum salary of seventy thousand dollars (\$70,000) for level three-A teachers under a standard contract.
4. Section 22-10A-11.3 NMSA 1978 (School Principal and Assistant Principal Licensure):
  - Mandated a minimum salary of eighty thousand dollars (\$80,000) for licensed school principals and assistant principals.

#### Proposed Amendments in House Bill 156:

1. Section 22-10A-7 NMSA 1978 (Level One Licensure):
  - Increases the minimum salary for level one teachers to fifty-five thousand dollars (\$55,000) for a standard nine and one-half month contract.
2. Section 22-10A-10 NMSA 1978 (Level Two Licensure):
  - Raises the minimum salary for level two teachers to sixty-five thousand dollars (\$65,000) for the same contract duration.
3. Section 22-10A-11 NMSA 1978 (Level Three-A Licensure):
  - Elevates the minimum salary for level three-A teachers to seventy-five thousand dollars (\$75,000) under a standard contract.
4. Section 22-10A-11.3 NMSA 1978 (School Principal and Assistant Principal Licensure):
  - Increases the minimum salary for licensed school principals and assistant principals to eighty-five thousand dollars (\$85,000).

These proposed adjustments enhance compensation for educational professionals across various licensure levels.

The bill does not specify an effective date. If no effective date is provided, the legislation would become effective ninety days after the adjournment of the legislature.

## **FISCAL IMPLICATIONS**

Upon thorough review, we have determined that the identified impacts are minimal in nature. Specifically, certain licensure levels will experience an expedited progression through the benefits contribution tiers. This adjustment means that employees advancing to a higher benefits premium contribution tier will result in a decrease in the employer's financial responsibility, while increasing the employee's financial contribution.

## **SIGNIFICANT ISSUES**

## **PERFORMANCE IMPLICATIONS**

## **ADMINISTRATIVE IMPLICATIONS**

## **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

## **TECHNICAL ISSUES**

## **OTHER SUBSTANTIVE ISSUES**

## **ALTERNATIVES**

## **WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

## **AMENDMENTS**