

<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:** 2/7/2025 *Check all that apply:*  
**Bill Number:** HB156 Original  Correction   
 Amendment  Substitute

**Sponsor:** Rep. Garratt & Sen. Stewart **Agency Name and Code** University of New Mexico-952  
**Short Title:** Increasing Educational Salaries **Number:** \_\_\_\_\_  
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**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**

Synopsis: HB 156 revises the minimum K-12 teacher, school counselors, and school administrators payscale from \$50K, \$60K, and \$70K for Level 1 – 3 to setting new minimums from \$55K, \$65K, and \$75K across the three licensure levels

#### **FISCAL IMPLICATIONS**

Additional recurring funding will need to be set aside to ensure that all teachers in the state receive increases reflecting the new minimums, along with their education and experience. Additionally, new teachers that are hired will be starting at the new minimum rates.

What is not noted in this bill is the implications to higher education College of Education faculty pay, which might also create a pipeline issue in the future.

#### **SIGNIFICANT ISSUES**

UNM's College of Education and Human Sciences are greatly supportive of raising teachers' pay, as it reflects that the state views teaching as a profession to support and recognizes the hard work and educational credentials achieved by NM's teachers. However, there is a higher education implication to raising teacher (and later, educational leadership) pay that must also be considered. As teachers' pay increased, there has not been a comparable increase to salaries for College of Education faculty. After the 2022 teacher salary raise occurred in the State, the COEHS at UNM had to work with the Provost's office, as well as use their existing historical budget to try to increase faculty's pay, because a number of College faculty were making less than their PK-12 counterparts, resulting in a number of College faculty being lost to work in PK-12 schools. Use of that historical budget to attempt to fill part of that gap led to less faculty members being hired for the College, as it was used to attempt to retain our existing faculty.

Although this might initially seem fine due to the current teacher shortage, that ultimately creates a shortage of people to train future teachers (and as such will impact a teacher shortage in the future, as well as impacts our ability to ensure that we have a well-trained teacher workforce if courses are later taught predominately by part time instructors). Last year's pay increase for educational leaders was important (so that principals make more than teachers and support their retention), but again, no higher education pay resulted. Following this, our Educational Leadership faculty make dramatically less than if they stayed in the PK-12 field (and as a result is hard to recruit individuals to teach those courses). As the state introduces educational leadership residencies and works to shore up the principal/superintendent pipeline, this is incredibly important. Further, as UNM's ALL program has been noted as a model that the State should follow in educational leadership (from a previous Think New Mexico report), this is concerning.

In reviewing national data about faculty pay scales in the past couple of years, faculty in UNM's COEHS are typically underpaid by between \$1.5 – 2 million in salary and benefits (when compared to parallel R1 universities), and the raises to teacher and educational leadership pay

compounds this issue. As there is a focus on teacher pay this year, we kindly ask that their higher education counterparts are also considered, so this does not create educator pipeline issues for the state in the future.

**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**