

LFC Requester:	Sunny Liu
-----------------------	------------------

AGENCY BILL ANALYSIS - 2025 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO

AgencyAnalysis.nmlegis.gov and email to 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: 1/30/2025 *Check all that apply:*
Bill Number: HB 195 Original Correction
 Amendment Substitute

Sponsor: Joy Garratt **Agency Name and Code:** 449 Board of Nursing
Short Title: SCHOOL NURSE SALARY TIERS & MINIMUMS **Number:** _____
Person Writing: Sheena Ferguson **Phone:** 505-228-8644 **Email:** Sheena.Ferguson@bon.n

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
0	0	0	0

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
0	0	0	0	0

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	0	0	0	0	0	0

(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: This bill provides for a three-tier clinical ladder based upon standard clinical ladder goals found in the nursing profession..

FISCAL IMPLICATIONS

None to the BON agency.

The parity with compensation for teachers with increased education will result in incurred costs that will be offset by stability in the school nurse workforce. Additional education and certification will result in an increased skill set and accountability for more complex health care management of children.

Note: major assumptions underlying fiscal impact should be documented.

Note: if additional operating budget impact is estimated, assumptions and calculations should be reported in this section.

SIGNIFICANT ISSUES

None.

PERFORMANCE IMPLICATIONS

Positive impact on health care management of children.

Across all specialties in nursing, additional education and national certification have shown to improve patient management and safety, Certification for nurses and advanced degrees provide skills and competence that permit the management of more complicated care situations.

American Nurses Association (ANA) and National Association of School Nurses (NASN). (2017). *School nursing: Scope and standards of practice (3rd ed.)*. Nursebooks.org.

Coelho, P. (2019). Relationship between nurse certification and clinical patient outcomes: A systematic literature review. *Journal of Nursing Quality Care*,35(1), E1-E5.

ADMINISTRATIVE IMPLICATIONS

None.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

None.

TECHNICAL ISSUES

None for the BON agency.

OTHER SUBSTANTIVE ISSUES

None for the BON agency.

ALTERNATIVES

None for the BON agency.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Recruitment and retention of school nurses may remain a barrier, and the schools will not receive the benefit of a more prepared health workforce.

AMENDMENTS