

LFC Requester:

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**AGENCY BILL ANALYSIS - 2025 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO

[AgencyAnalysis.nmlegis.gov](https://www.legis.nm.gov/AgencyAnalysis) 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: 2/21/2025 Check all that apply:Bill Number: HB501 Original  Correction   
Amendment  Substitute Sponsor: Rebecca Dow, Alan  
Martinez, Jonathan A.  
HenryAgency Name  
and CodeNumber: ECECD 611Person Writing  
Analysis:Elizabeth GroginskyShort Title: School Reporting of  
Gender IncongruencePhone: (505)231-  
2997Email: Elizabeth.groginsky@ec  
ecd.nm.gov**SECTION II: FISCAL IMPACT****APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
NFI	NFI		

(Parenthesis ( ) indicate expenditure decreases)

**REVENUE (dollars in thousands)**

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

(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>	NFI	NFI	NFI			

(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 act creates a mandate under the School Personnel Act that school employees report instances of gender incongruence in students to school administrators, who must then notify the student's parents and seek their input for a response plan. Gender incongruence is defined as a difference between a person's biological sex and their perceived or desired gender. School employees are required to report if a student expresses to the school employee that the student is experiencing gender incongruence, if the student requests the employee's participation in social affirmation of the student's gender incongruence, or if the student requests the employee's participation in the student's transition to a sex or gender different from the student's biological sex. Administrators must notify parents and request their direction for a written response plan, which can include parental participation and support services such as counseling.

#### **FISCAL IMPLICATIONS**

None identified for ECECD.

#### **SIGNIFICANT ISSUES**

HB501 does not provide clarification as to what constitutes requested "participation" in a student's transition to a gender different from the student's biological sex.

#### **PERFORMANCE IMPLICATIONS**

None

#### **ADMINISTRATIVE IMPLICATIONS**

None.

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

#### **TECHNICAL ISSUES**

#### **OTHER SUBSTANTIVE ISSUES**

#### **ALTERNATIVES**

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

#### **AMENDMENTS**