

LFC Requester:	Sunny Liu
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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: 3/4/2025 *Check all that apply:*
Bill Number: HM47 Original Correction
 Amendment Substitute

Sponsor: Tanya Mirabal Moya **Agency Name and Code** New Mexico Public Schools
Brian G. Baca **Number:** Insurance Authority 34200
Short Title: Study Public School **Person Writing** Kaylynn Roybal
Employee Compensation **Phone:** 505-476-1672 **Email** kaylynn.roybal@psia.nm.gov

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
Total				No impact		

(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

The memorial requests that the Legislative Education Study Committee study public school employee compensation. It highlights New Mexico's low student proficiency in reading and math, referencing the *Martinez/Yazzie v. State of New Mexico* case, which identified many K-12 students as "at-risk" due to poverty, disabilities, or language barriers. The memorial underscores the achievement gap between at-risk and non-at-risk students and stresses the need for highly effective teachers to close it.

Concerns are raised over teacher shortages, increasing turnover, and alternative licensing pathways with little classroom experience. It cites research emphasizing the importance of teachers and administrators in student outcomes and acknowledges the critical roles of all school employees.

The memorial also notes staffing challenges, salary compaction issues, rising health insurance costs, and wages below a living standard. It emphasizes that competitive compensation is essential for recruiting and retaining effective school employees.

Therefore, the memorial requests that the Legislative Education Study Committee study compensation for public school employees, including how salary competitiveness, compaction, and sustainability affect recruitment and retention. It calls for collaboration with the Public Education Department, educator preparation programs, the Legislative Finance Committee, school districts and charter schools, teachers' unions, and teachers. The memorial requests that the Legislative Education Study Committee make public a report on its findings, conclusions, and recommendations, and submit the report to the governor and the legislature by December 31, 2025. Copies of the memorial are to be transmitted to the Legislative Education Study Committee, the Legislative Finance Committee, and the Public Education Department.

FISCAL IMPLICATIONS

As an agency dedicated to serving teachers and administrators, NMPSIA recognizes the profound impact that competitive salaries, retention strategies, and overall workforce stability have on the success of our education system.

One component HM47 needs to evaluate is total compensation for educators and factor in salaries, insurance cost in relation to educator and employer contribution percentages, annual leave, sick leave, and other benefits that can be factored into total compensation. The total compensation should be segmented and evaluated individually and in total to other states in the southwest and the nation to see where improvements can be made.

While there is no direct fiscal impact associated with this memorial, we wholeheartedly support efforts to analyze and improve compensation structures.

We look forward to the findings of this study and the valuable insights it will provide. NMPSIA

hopes to see recommendations that will lead to meaningful improvements for educators across the state.

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