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LEGISLATIVE EDUCATION STUDY COMMITTEE
BILL ANALYSIS
57th Legislature, 1st Session, 2025

Bill Number	<u>HB110</u>	Sponsor	<u>Sariñana</u>
Tracking Number	<u>.228872.1</u>	Committee Referrals	<u>HEC/HJC</u>
Short Title	<u>Interstate Teacher Mobility Compact</u>		
Analyst	<u>Armatage</u>	Original Date	<u>2/25/2025</u>
		Last Updated	<u></u>

BILL SUMMARY

Synopsis of Bill

House Bill 110 (HB110) would enter New Mexico into the Interstate Teacher Mobility Compact (Compact), which allows teachers to use an eligible license from a compact member state to be granted an equivalent license in another compact member state.

The Compact would only be applicable to initial licenses granted by the receiving state. Thus, Compact license recipients would be required to meet New Mexico licensure requirements for licensure renewal or advancement.

HB110 exempts active military service members and eligible military spouses from certain Compact licensure requirements. Unlike other out-of-state candidates through the Compact, licenses held by service members or eligible spouses could be unencumbered (for example, provisional licenses) and still eligible to receive licensure through the Compact.

If HB110 is enacted, the secretary of public education, or their designee, would serve as New Mexico's Compact commissioner and the delegate to the Interstate Teacher Mobility Compact Commission (Commission). The Commission is a joint interstate governmental agency comprised of states that have enacted the Compact. Commissioners are required to meet at least once annually. HB110 outlines the powers and duties of the Commission, including levying fees from member states.

HB110 would require New Mexico to participate in exchanging licensure information with other compact member states in accordance with generally accepted data protection principles. New Mexico would not relinquish ownership of its licensure information.

HB110 would charge the executive and judicial branches of New Mexico (and each member state) with enforcing the Compact.

HB110 includes provisions both for the Commission to terminate state membership in case of state default, as well as provisions for states to withdraw from the Compact.

If HB 110 were enacted, any phrase, clause, sentence or provision of the Compact declared contrary to the New Mexico constitution or the United States constitution, would be held invalid and the remainder of the Compact would remain in force.

If enacted, HB110 would become effective June 20, 2025.

FISCAL IMPACT

The bill does not include an appropriation.

The Interstate Teacher Mobility Compact became active in 2023 and is still in the early phases of implementation. Thus, potential fee structures for member states or teacher applicants are still uncertain. The [Compact](#) does not currently levy fees from member states. According to staff at the Council of State Governments, a nonprofit, nonpartisan organization that supported development of the Compact, no fees are expected to be levied from member states for at least the next year. Based on the Nurse Licensure Compact, state membership costs are expected to be minor. Potential fees for teacher applicants would likely be determined by the Public Education Department (PED), though the Commission could later decide to charge applicants fees.

New Mexico joined the Nurse Licensure Compact in 2003. The [Nurse Licensure Compact](#) charges each member state \$6 thousand annually for membership. While the Nurse Licensure Compact does not charge nurse applicants fees, member states may charge applicants a fee for a multistate license. New Mexico licensed nurses are not required to pay a fee to upgrade their license to a multistate license.

The Interstate Medical Licensure Compact [passes Interstate Medical Licensure Compact fees onto physicians](#) seeking licensure through the Interstate Medical Licensure Compact. Applying physicians pay a \$700 service fee to the Interstate Medical Licensure Compact Commission. The Interstate Medical Licensure Compact Commission remits \$300 of the fee to the applicant's state of principal licensure and the remainder is retained by the Interstate Medical Licensure Compact Commission. Anytime the applicant requests a letter of qualification from the Interstate Medical Licensure Compact Commission to gain licensure through the Interstate Medical Licensure Compact, the applicant pays the Interstate Medical Licensure Compact Commission a service fee of \$100. Applicants eligible for expedited licensure through the Interstate Medical Licensure Compact pay the licensing state a [fee](#) determined by the state, ranging from \$75 in Alabama to \$805 in the District of Columbia.

SUBSTANTIVE ISSUES

Interstate Teacher Mobility Compact. The [Compact](#) allows teachers to use an eligible license from a compact member state to be granted an equivalent license in another compact member state. Currently, [10 states](#) have joined the compact, including New Mexico's neighbors Utah, Colorado, and Oklahoma. Legislation for the compact is also pending in five other states.

The Compact is intended to lower barriers to teacher mobility by permitting teachers holding an eligible license in a member state to apply for an equivalent license in another member state without submitting additional materials, taking state-specific exams, or completing additional coursework.

Eligible Licenses. If HB110 were enacted, New Mexico would provide the Commission with a list of eligible licenses the state is willing to consider for equivalency under the compact. HB110 defines an eligible license as a license to engage in the teaching profession that requires at least a bachelor’s degree and the completion of a state-approved program for teacher licensure.

Upon receipt of an application for licensure by a teacher holding an unencumbered license issued by a Compact member state, New Mexico would determine which license, if any, the teacher would be qualified to hold and would grant that license. Compact member states may determine an applicant is not eligible for any of the state’s licenses.

HB110 defines an unencumbered license as one that is current, valid, and issued by a member state’s licensing authority that allows a person to serve as a teacher in kindergarten through 12th grade in a public school. It is not a restricted, probationary, provisional, substitute or temporary credential. As such, neither New Mexico’s alternative or standard level 1 teaching license would be eligible for reciprocity through the Compact.

Were HB110 enacted, New Mexico could opt to require teachers who receive a New Mexico license through the Compact to meet state-determined requirements for licensure renewal or advancement. Under the Compact, states may also require additional information from teachers receiving a license through the Compact for the purposes of determining compensation.

Career and Technical Education Licenses. Under the Compact, as enumerated in HB110, states that require a bachelor’s degree for licenses to teach career and technical education, are not required to issue Compact member state applicants an unencumbered career and technical education license who do not hold a bachelor’s degree.

New Mexico currently offers four [pathways](#) to initial secondary vocational-technical teaching licensure, including options for candidates who hold a bachelor’s degree, associate degree, professional certificate, or high school diploma (see **Table 1: New Mexico Pathways to Initial Secondary Vocational-Technical Licensure**). If HB110 is enacted, secondary vocational-technical teachers in New Mexico who were licensed through pathway two, three, or four may be denied licensure from Compact member states because they lack a bachelor’s degree.

Table 1: New Mexico Pathways to Initial Secondary Vocational-Technical Licensure

	Education	Work Experience
Pathway 1	Bachelor’s degree with 32 credit hours of vocational training	None
Pathway 2	Associate degree	Two years of verified related work
Pathway 3	Professional Certificate	Three years verified related work
Pathway 4	High School Diploma/GED	Five years verified related work

Source: NMAC 6.61.7.8

Current Teacher Licensure Reciprocity. New Mexico state law allows for a teacher licensed in another state to be granted a level two or level three license if the teacher:

1. Has teaching experience;
2. Demonstrates the required competencies; and
3. Meets other requirements and qualifications for the license for which they apply.

PED administrative rule provides provisions for out of state teachers to apply for a level 1, level 2, or level 3 teaching license through reciprocity. The requirements for licensure through reciprocity are generally similar to the requirements for in-state candidates (see **Table 2: Current**

Level 2 Elementary Teacher Licensure Requirements for In-State and Out-Of-State Candidates).

Table 2: Current Level 2 Elementary Teacher Licensure Requirements for In-State and Out-Of-State Candidates

Requirements	In-State Candidate	Out-Of-State Candidate
License	Level 1 Teaching License	Valid teaching license issued by a state education agency OR National Board Certified Teacher
Education	Bachelor's degree or higher	Bachelor's degree or higher
Teacher Preparation Program	Completed a department-approved teacher preparation program	Completed a standard or alternative preparation program approved in another state or accepted by PED
Experience	Three years with successful annual evaluations	Three years
Exams	Passed required PRAXIS exams	Passed exams required by state applicant is licensed in
Professional Learning	Successfully completed five required PED micro-credential courses	No requirement
Mentorship	Complete mentorship program	No requirement

Source: NMAC 6.60.4.8 and PED

If HB110 is enacted, PED’s existing teacher licensure reciprocity requirements would remain an important pathway to licensure for out-of-state teachers who do not live in Compact member states. PED’s reciprocity requirements also provide a pathway for teachers in other states teaching on a license equivalent to New Mexico’s level 1 teaching license to apply for a level 1 teaching license in New Mexico, while the Compact would not.

Military Personnel and Families. HB110 would exempt active military members and eligible military spouses from certain Compact licensure requirements. Unlike other out-of-state candidates through the Compact, licenses held by these individuals would not have to be unencumbered to receive licensure through the Compact. HB110 defines unencumbered licenses as current, valid, licenses issued by a member state’s licensing authority. Unencumbered licenses exclude those that are restricted, probationary, provisional, or a substitute or temporary credential.

[State law](#) already makes certain teacher licensure and substitute certificate exemptions for military service members, their spouses, their dependents, and veterans, including:

- **Expedited licensure.** PED shall process the application for licensure within 30 days;
- **Acceptance of expired licenses.** PED shall issue a license of no more than one year for an expired licenses from another jurisdiction; and
- **Waived fees.** Applicants under this law are not required to pay licensing fees for the first three years their newly issued license or certificate is valid.

As in HB110, eligible military personnel and their families issued teaching licenses through this section of law are required to complete renewal requirements for the licenses issued to them.

The ITM Compact is funded by the Department of Defense.

ADMINISTRATIVE IMPLICATIONS

HB110 would require the secretary of public education, or their designee, to serve as New Mexico’s Compact commissioner.

PED would be required to provide the Commission with a list of eligible licenses the state would be willing to consider for equivalency under the Compact.

PED would need to update administrative code to reflect the Compact and associated licensure procedures.

Finally, HB110 would require PED to participate in exchanging licensure information with other Compact member states.

RELATED BILLS

Relates to House Bill 156, Increase Instructional Salaries, which would increase teacher minimum salaries by \$5 thousand at each licensure tier, to \$55 thousand for a level 1 teacher, \$65 thousand for a level 2 teacher, and \$75 thousand for a level 3 teacher.

Relates to House Bill 297, School Personnel Computer Science Licensure, which would codify existing pathways to computer science teacher endorsement, reinstate two recently expired pathways to endorsement, and expand computer science endorsement eligibility to all kindergarten through 12th grade (K-12) teachers who meet endorsement requirements.

Relates to Senate Bill 343, Teacher Salary Rate Changes, which would repeal language exempting local education agencies (LEAs) from paying teachers with vocational education licenses state minimum teacher salaries.

SOURCES OF INFORMATION

- LESC Files
- New Mexico Public Schools Insurance Authority

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