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## FISCAL IMPACT REPORT

SPONSOR: Garcia DATE TYPED: 02/15/01 HB 329  
 SHORT TITLE: Native NM Teacher Incentive Pay SB \_\_\_\_\_  
 ANALYST: Wilson

### APPROPRIATION

Appropriation Contained		Estimated Additional Impact		Recurring or Non-Rec	Fund Affected
FY01	FY02	FY01	FY02		
	\$ 2,000.0			Recurring	General Fund

(Parenthesis ( ) Indicate Expenditure Decreases)

### SOURCES OF INFORMATION

State Department of Education (SDE)

### SUMMARY

#### Synopsis

HB 329 will provide an appropriation of \$2 million to the State Department of Education to establish a native New Mexican teacher incentive pay program through the 2009-2010 school year at schools where eighty-five percent or more of the students are ethnic minorities. A teacher hired to fill a vacancy pursuant to this program would receive incentive pay of \$3,000 above the existing training and experience salary standards of the school district and the elementary school where the teacher is hired to teach.

#### Significant Issues

The purpose of HB 329 is to help address New Mexico’s teacher shortage by providing qualified teachers with incentives to teach at schools with more than eighty-five percent ethnic minorities. To be eligible:

- c The teacher must hold a master’s degree plus fifteen additional credit hours;
- c The teacher must sign a five-year employment contract with the school; and
- c The teacher must be a “native New Mexican,” a person who holds a valid New Mexico birth certificate.

The Native New Mexican Teacher Incentive Pay Program authorizes the hiring of teachers during the 2001-2202, 2005-2006 and 2009-2010 school years.

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A teacher recipient who failed to complete five years of service as provided in the employment contract with a school would be required either to repay to the state all incentive pay or to establish with the SDE alternative terms of repayment or service deemed sufficient by the SDE.

### **FISCAL IMPLICATIONS**

HB329 appropriates \$2,000.0 in general fund. Any unexpended or unencumbered balance at the end of FY02 shall revert to the general fund.

### **ADMINISTRATIVE IMPLICATIONS**

HB 329 does not provide any funding for administration of the program. The SDE would have to administer this program with existing staff.

### **POSSIBLE QUESTIONS**

Why does HB 329 only offer incentives to the "elementary school where the teacher is hired to teach?" Why not include middle and high school teachers?

DW/ar/njw