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LEGISLATIVE EDUCATION STUDY COMMITTEE
BILL ANALYSIS
53rd Legislature, 1st Session, 2017

Bill Number	<u>HB67/aHLEDC</u>	Sponsor	<u>Garcia, MP</u>
Tracking Number	<u>.205128.2</u>	Committee Referrals	<u>HLEDC/HBIC</u>
Short Title	<u>Increase Minimum Wage</u>		
Analyst	<u>Bedeaux</u>	Original Date	<u>1/25/17</u>
		Last Updated	<u>3/1/17</u>

BILL SUMMARY

Synopsis of HLEDC Amendment

The House Labor and Economic Development Committee to House Bill 67 (HB67/aHLEDC) amended language in the bill that would have simultaneously increased the minimum wage by a flat amount and by a cost-of-living increase. The amendment clarifies the minimum wage would increase to \$8.40 in 2018, \$9.20 in 2019, and \$10.10 in 2020. The cost-of-living increase would begin on January 1, 2021.

Synopsis of Original Bill

House Bill 67 (HB67) included two moving parts that would raise the statewide minimum wage over the next three years: a flat dollar increase plus a simultaneous cost-of-living increase equal to the percentage increase of the U.S. Department of Labor Bureau of Labor Statistics Consumer Price Index for All Urban Consumers (CPI-U) rounded to the nearest five cents. HB67 proposed a flat increase to \$8.40 in 2018, and the Legislative Finance Committee (LFC) projects the CPI-U to increase by 2.2 percent, which would bring the minimum wage to \$8.60. In 2019, the minimum wage would increase to \$9.20 with a 2.3 percent cost-of-living increase to \$9.40. In 2020, the minimum wage would increase to \$10.10 with a 2.6 percent cost-of-living-increase to \$10.35. Tipped employees would make 40 percent of the newly adjusted minimum wage.

FISCAL IMPACT

The bill does not contain an appropriation. This analysis focuses on the fiscal impact to New Mexico public school districts and state-chartered charter schools.

The minimum wage would occur on January 1, 2018. This means that for the first half of FY18, from July to December, the current minimum wage would be in effect, and would be replaced by the bill's minimum wage of \$8.40 in the second half. The figure on the next page projects the minimum wage increases in HB67/aHLEDC using a CPI-U forecast from Global Insight, the forecasting agency used by LFC.

HB67/aHLEDC Minimum Wage Projections Based on CPI-U, 2018-2021

Fiscal Year	FY18	FY19	FY20	FY21		
CPI-U (Forecast)	2.2%	2.3%	2.6%	2.7%		
Increase Rounded					\$0.27	\$0.30
Minimum Wage	\$7.50	\$8.40	\$9.20	\$10.10	\$10.40	
Tipped Employees	\$2.13	\$3.36	\$3.68	\$4.04	\$4.16	
Tax Year	2017	2018	2019	2020	2021	

Source: LFC and Global Insight

After the bill’s implementation in the second half of FY18, the total projected impact to school districts and state-chartered charter schools over three fiscal years would be \$10.6 million. The fiscal impact to each school district and charter school is detailed in the attachment. The tables below summarize the fiscal impact statewide.

Statewide Impact of HB67/aHLEDC on Public Schools

(in millions)

	FY16	FY18	FY19	FY20
Cost of Wages	\$ 1,370.2	\$ 1,371.0	\$ 1,373.3	\$ 1,377.0
New Wages (from prev. year)		\$ 0.79	\$ 2.3	\$ 3.7
% Increase from FY16		0.06%	0.22%	0.49%
Personnel Affected		1,228	1,719	2,306
Cost to Public Schools		\$ 0.79	\$ 3.1	\$ 6.8
Three-Year Cost of HB67				\$10.6

Source: LESC files

Percent of New Wages in Personnel Categories

	FY18 \$8.40	FY19 \$9.20	FY20 \$10.10
Educational Assistants	81%	77%	75%
Healthcare	5%	6%	7%
Non-Certified Personnel	11%	13%	14%
Related Service Personnel	1%	1%	1%
Teachers	2%	3%	3%

Source: LESC files

There are 1,228 school district and state-chartered charter school employees that have an hourly rate below \$8.40 per hour. For the second half of FY18, from January to June, bringing those employees to \$8.40 and providing benefits at 30 percent of salary would have a statewide cost of \$792 thousand, an increase of 0.1 percent from FY16. Educational assistants make up 81 percent of the new wages at an \$8.40 minimum wage.

As the minimum wage increases, more employees would fall below the cutoff. For the first half of FY19, the minimum wage would be \$8.40, increasing to \$9.20 in the second half. The result would be 1,719 affected employees for a \$3.1 million cost to school districts and charter schools in FY19. The new wages at this level affect non-certified personnel and healthcare personnel more than at \$8.40, as more of these employees are included in the higher wage.

In the first half of FY20, the minimum wage would remain at \$9.20, to increase to \$10.10 in the second half of the fiscal year. This would include 2,306 employees to increase wages and benefits to a total cost of \$6.8 million in FY20. After 2020, the bill would no longer increase the minimum wage by a flat dollar amount, but maintains a cost-of-living increase. The anticipated wage increase in FY21 is 30 cents, which would lessen the increase in impact in FY21.

HB67/aHLEDC does not allocate state funds for increased compensation in school districts and state-chartered charter schools. Given that the public school funding formula does not include a provision for wage increases, it is unclear how school districts would be able to afford increasing the minimum wage without cutting funds from other areas of their budget.

SUBSTANTIVE ISSUES

Due to declining oil and gas revenues, New Mexico is currently in a budget shortfall. The shortfall has prompted lawmakers to make ongoing cuts to public education, which represents the largest portion of the state's budget. For example, a joint bill for budget solvency in FY17 is currently seeking formula funding reductions to school districts and state-chartered charter schools. HB67/aHLEDC would require school districts and charter schools to pay their employees more, even when their resources are undergoing reductions.

The current statewide minimum wage is lower than the local minimum wage in Bernalillo County, Santa Fe County, and the city of Las Cruces. The wages in these areas are above the \$8.40 minimum established in HB67/aHLEDC. The bill would first affect those areas of New Mexico currently using the state minimum wage, especially rural or remote areas of the state. Over time, the minimum wage in the bill could raise the statewide minimum wage higher than the local wage provisions in more counties, increasing the impact, although Santa Fe County's minimum wage is also adjusted for the cost of living.

Thirty-one states currently have a statewide minimum wage higher than \$7.50. A ballot initiative in Colorado increased the minimum wage to \$9.30 on January 1, 2017, with steady increases to \$12 in 2020. After that, the minimum wage will be increased annually for the cost of living. A ballot initiative in Arizona raised the minimum wage to \$10 on January 1, 2017. The local minimum wage in Flagstaff, AZ was raised to \$15 per hour. Texas' minimum wage mirrors the federal \$7.25 figure, although counties and cities may have a higher minimum wage.

State Personnel Office (SPO) analysis for HB67/aHLEDC notes that raising the minimum wage without also raising the wages and salaries of other workers can result in a climate of pay compression. Pay compression occurs when there is little difference in the salaries of new employees and experienced employees. Imagine a minimum wage employee hired two years ago, who started at an hourly rate of \$7.50, but steadily climbed to a rate of \$8.40. If HB67/aHLEDC passes, this employee would make exactly as much as a brand new hire on January 1, 2018. The financial impact to school districts and charter schools will be exacerbated if they receive pressure to maintain significant differences in job salary based on education level, qualifications, skill, and performance.

ADMINISTRATIVE IMPLICATIONS

Each year, the Department of Workforce Solutions (DWS) would be responsible for determining the cost-of-living increase using the CPI-U from August of the previous year to August of the current year. The department would be required to publish the cost-of-living increase no later than the end of September. The CPI-U is published by the U.S. Department of Labor Bureau of Labor Statistics. The minimum wage would not be decreased as a result of a decrease in the CPI-U.

OTHER SIGNIFICANT ISSUES

Data for this analysis was obtained from the Public Education Department (PED). The data was disorganized, likely because of differences in data entry techniques across schools and school districts. PED provided guidance on assumptions that affect the hourly wage of employees. For instance, many school districts employ educational assistants on abbreviated contracts that total about 1,280 hours per year instead of the traditional 2,080. Projections by PED on a related bill using a separate methodology may have been a bit higher than this bill, likely close to \$3 million

for FY18. Because of the nature of this data, the impact may best be understood as a range, for FY18 between \$700 thousand and \$3 million, for FY19 between \$3 million and \$6 million, and for FY20 between \$6 million and \$10 million. The following assumptions were made when calculating the totals listed on the attachment in order to reach a reasonable result.

Assumption 1: Exclusions. Records that were entered with either a full time equivalency (FTE) or a salary equal to 0 were excluded. This is a subgroup that includes many district contractors. Employees with the position “athletic coach” were also excluded, as their salaries often supplement the income of currently employed teachers, and contained both inordinately high and low salaries. Calculations were made on the remaining 34,755 of 43,612 records.

Assumption 2: Contract Hours. The hourly wage of a salaried employee is equal to the employee’s salary divided by the number of hours worked per year. For some employees, one FTE is equal to 2,080 hours of work. PED estimates that some other employees work on abbreviated school year contracts, where one FTE is equal to about 1,280 hours. Employees who were entered as instructional assistants or non-certified employees were considered to be on abbreviated contracts. PED noted exceptions to this rule; non-certified staff like business office administrators and maintenance employees often work on 2,080 hour contracts.

Assumption 3: FTE Errors. If employees still did not make the \$7.50 minimum wage threshold on an abbreviated contract, this was considered to be an FTE entry error. These employees were considered to be at exactly minimum wage at an even smaller number of hours. This subgroup included 84 records.

RELATED BILLS

Conflicts with several house and senate bills that increase the minimum wage:

- HB27, Increase Minimum Wage, which raises the minimum wage to \$15 per hour, adjusted annually for the cost of living;
- HB442/aHJC, Minimum Wage & Wage-Related Conduct, increases the minimum wage to \$9.25 and prevents local governments from regulating private sector schedules;
- SB36/aSPAC, Raise Minimum Wage, would increase the minimum wage to \$8.45, adjusted annually for the cost of living;
- SB321, Raise Minimum Wage, increases the minimum wage to \$8.75 per hour; and
- SB386, Raise Minimum Wage & Allow Trainee Wage, increases the minimum wage to \$9.00 except for trainee employees, who may receive \$8.00 per hour for a 60 day period.

Related to HB134, School Personnel Minimum Salaries, which increases the minimum hourly wage of non-certified school personnel to \$15 per hour.

Related to SB458, Salary Increases, which allocated funding to raise the salaries of state employees and public school personnel by 3 percent.

SOURCES OF INFORMATION

- LESC Files
- PED
- State Personnel Office Analysis
- National Conference of State Legislatures

School District or Charter School	FY16 Wages	FY18 - \$7.50 increasing to \$8.40			FY19 - \$8.40 increasing to \$9.20			FY20 - \$9.20 increasing to \$10.10		
		New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16
1 ABQ SCHOOL OF EXCELLENCE	\$ 972,583	\$ -	\$ 972,583		\$ -	\$ 972,583		\$ -	\$ 972,583	
2 ABQ SIGN LANGUAGE ACADEMY	\$ 960,581	\$ -	\$ 960,581		\$ 1,047	\$ 961,628	0.1%	\$ 3,311	\$ 963,892	0.3%
3 ACADEMY OF TRADES AND TECH	\$ 641,040	\$ -	\$ 641,040		\$ -	\$ 641,040		\$ -	\$ 641,040	
4 ACE LEADERSHIP HIGH SCHOOL	\$ 954,511	\$ -	\$ 954,511		\$ -	\$ 954,511		\$ -	\$ 954,511	
5 ALAMOGORDO	\$ 22,739,935	\$ 7,126	\$ 22,747,061	0.0%	\$ 28,701	\$ 22,768,636	0.1%	\$ 72,561	\$ 22,812,496	0.3%
6 ALBUQUERQUE	\$ 384,633,911	\$ 251,598	\$ 384,885,509	0.1%	\$ 1,114,462	\$ 385,748,373	0.3%	\$ 2,597,085	\$ 387,230,996	0.7%
7 ALBUQUERQUE INSTITUTE OF MATH & SCIENCE	\$ 756,047	\$ -	\$ 756,047		\$ -	\$ 756,047		\$ -	\$ 756,047	
8 ALDO LEOPOLD CHARTER	\$ 499,956	\$ 265	\$ 500,221	0.1%	\$ 1,612	\$ 501,568	0.3%	\$ 3,910	\$ 503,866	0.8%
9 ALMA D'ARTE CHARTER	\$ 636,050	\$ -	\$ 636,050		\$ -	\$ 636,050		\$ -	\$ 636,050	
10 AMY BIEHL CHARTER HIGH SCHOOL	\$ 2,228,753	\$ -	\$ 2,228,753		\$ -	\$ 2,228,753		\$ -	\$ 2,228,753	
11 ANIMAS	\$ 876,122	\$ 6,096	\$ 882,218	0.7%	\$ 16,656	\$ 892,779	1.9%	\$ 26,144	\$ 902,266	3.0%
12 ANTHONY CHARTER SCHOOL	\$ 350,139	\$ -	\$ 350,139		\$ -	\$ 350,139		\$ -	\$ 350,139	
13 ARTESIA	\$ 15,415,943	\$ 559	\$ 15,416,502	0.0%	\$ 6,710	\$ 15,422,653	0.0%	\$ 26,250	\$ 15,442,193	0.2%
14 AZTEC	\$ 12,268,201	\$ 14,451	\$ 12,282,652	0.1%	\$ 41,549	\$ 12,309,749	0.3%	\$ 71,377	\$ 12,339,578	0.6%
15 BELEN	\$ 15,754,827	\$ 663	\$ 15,755,490	0.0%	\$ 1,915	\$ 15,756,742	0.0%	\$ 4,725	\$ 15,759,552	0.0%
16 BERNALILLO	\$ 15,118,642	\$ 9,683	\$ 15,128,325	0.1%	\$ 33,653	\$ 15,152,295	0.2%	\$ 65,975	\$ 15,184,617	0.4%
17 BLOOMFIELD	\$ 11,163,574	\$ 5,468	\$ 11,169,042	0.0%	\$ 19,095	\$ 11,182,669	0.2%	\$ 44,148	\$ 11,207,722	0.4%
18 CAPITAN	\$ 2,662,260	\$ -	\$ 2,662,260		\$ 56	\$ 2,662,316	0.0%	\$ 861	\$ 2,663,121	0.0%
19 CARLSBAD	\$ 19,716,498	\$ 2,758	\$ 19,719,256	0.0%	\$ 15,018	\$ 19,731,516	0.1%	\$ 40,126	\$ 19,756,624	0.2%
20 CARRIZO	\$ 1,697,352	\$ -	\$ 1,697,352		\$ -	\$ 1,697,352		\$ -	\$ 1,697,352	
21 CENTRAL CONS.	\$ 22,710,675	\$ 9,792	\$ 22,720,467	0.0%	\$ 42,518	\$ 22,753,193	0.2%	\$ 101,323	\$ 22,811,998	0.4%
22 CESAR CHAVEZ COMMUNITY SCHOOL	\$ 867,664	\$ -	\$ 867,664		\$ -	\$ 867,664		\$ -	\$ 867,664	
23 CHAMA	\$ 2,410,705	\$ -	\$ 2,410,705		\$ 86	\$ 2,410,791	0.0%	\$ 1,388	\$ 2,412,093	0.1%
24 CIEN AGUAS INTERNATIONAL SCHOOL	\$ 1,367,211	\$ -	\$ 1,367,211		\$ 1,776	\$ 1,368,987	0.1%	\$ 5,987	\$ 1,373,198	0.4%
25 CIMARRON	\$ 3,206,076	\$ 265	\$ 3,206,341	0.0%	\$ 766	\$ 3,206,842	0.0%	\$ 1,267	\$ 3,207,343	0.0%
26 CLAYTON	\$ 3,002,322	\$ 2,798	\$ 3,005,120	0.1%	\$ 8,841	\$ 3,011,163	0.3%	\$ 16,823	\$ 3,019,145	0.6%
27 CLOUDCROFT	\$ 1,846,291	\$ 318	\$ 1,846,609	0.0%	\$ 1,701	\$ 1,847,992	0.1%	\$ 4,300	\$ 1,850,591	0.2%
28 CLOVIS	\$ 27,797,680	\$ 27,562	\$ 27,825,242	0.1%	\$ 90,431	\$ 27,888,111	0.3%	\$ 171,181	\$ 27,968,861	0.6%
29 COBRE CONS.	\$ 6,970,471	\$ -	\$ 6,970,471		\$ 1,019	\$ 6,971,490	0.0%	\$ 3,255	\$ 6,973,726	0.0%
30 CORAL COMMUNITY CHARTER	\$ 857,292	\$ -	\$ 857,292		\$ 586	\$ 857,878	0.1%	\$ 3,302	\$ 860,594	0.4%
31 CORONA	\$ 1,006,909	\$ 603	\$ 1,007,512	0.1%	\$ 1,741	\$ 1,008,650	0.2%	\$ 3,000	\$ 1,009,909	0.3%
32 COTTONWOOD CLASSICAL PREP	\$ 2,321,869	\$ -	\$ 2,321,869		\$ -	\$ 2,321,869		\$ -	\$ 2,321,869	
33 CREATIVE ED PREP #1	\$ 741,981	\$ -	\$ 741,981		\$ -	\$ 741,981		\$ -	\$ 741,981	
34 CUBA	\$ 3,139,224	\$ 2,450	\$ 3,141,674	0.1%	\$ 8,145	\$ 3,147,369	0.3%	\$ 17,862	\$ 3,157,086	0.6%
35 DEAP	\$ 100,478	\$ -	\$ 100,478		\$ 201	\$ 100,679	0.2%	\$ 1,872	\$ 102,350	1.9%
36 DEMING	\$ 19,765,560	\$ 25,690	\$ 19,791,250	0.1%	\$ 93,673	\$ 19,859,233	0.5%	\$ 204,446	\$ 19,970,006	1.0%
37 DES MOINES	\$ 889,557	\$ 464	\$ 890,021	0.1%	\$ 1,695	\$ 891,252	0.2%	\$ 3,327	\$ 892,884	0.4%
38 DEXTER	\$ 4,646,445	\$ 573	\$ 4,647,018	0.0%	\$ 2,848	\$ 4,649,293	0.1%	\$ 9,695	\$ 4,656,140	0.2%
39 DORA	\$ 1,816,443	\$ 1,045	\$ 1,817,489	0.1%	\$ 4,228	\$ 1,820,671	0.2%	\$ 8,955	\$ 1,825,398	0.5%
40 DREAM DINE	\$ 163,300	\$ -	\$ 163,300		\$ -	\$ 163,300		\$ -	\$ 163,300	
41 DULCE	\$ 3,113,154	\$ 1,264	\$ 3,114,418	0.0%	\$ 5,355	\$ 3,118,509	0.2%	\$ 13,217	\$ 3,126,371	0.4%
42 ELIDA	\$ 1,342,682	\$ -	\$ 1,342,682		\$ -	\$ 1,342,682		\$ 986	\$ 1,343,667	0.1%
43 ESPANOLA	\$ 15,270,834	\$ 3,934	\$ 15,274,769	0.0%	\$ 15,044	\$ 15,285,878	0.1%	\$ 34,011	\$ 15,304,845	0.2%
44 ESTANCIA	\$ 3,118,687	\$ 1,719	\$ 3,120,406	0.1%	\$ 7,179	\$ 3,125,866	0.2%	\$ 15,824	\$ 3,134,511	0.5%
45 ESTANCIA VALLEY CLASSICAL ACADEMY	\$ 1,150,851	\$ 2,205	\$ 1,153,056	0.2%	\$ 7,655	\$ 1,158,506	0.7%	\$ 15,225	\$ 1,166,076	1.3%
46 EUNICE	\$ 2,922,575	\$ 588	\$ 2,923,163	0.0%	\$ 3,358	\$ 2,925,933	0.1%	\$ 11,705	\$ 2,934,280	0.4%
47 EXPLORE ACADEMY	\$ 1,098,308	\$ -	\$ 1,098,308		\$ -	\$ 1,098,308		\$ -	\$ 1,098,308	
48 FARMINGTON	\$ 46,261,063	\$ 39,214	\$ 46,300,277	0.1%	\$ 125,145	\$ 46,386,208	0.3%	\$ 233,255	\$ 46,494,318	0.5%
49 FLOYD	\$ 2,425,374	\$ 918	\$ 2,426,292	0.0%	\$ 2,917	\$ 2,428,291	0.1%	\$ 5,814	\$ 2,431,188	0.2%
50 FT SUMNER	\$ 2,680,944	\$ 865	\$ 2,681,809	0.0%	\$ 2,844	\$ 2,683,788	0.1%	\$ 6,392	\$ 2,687,336	0.2%

HB67/aHLEDC Projected Impact on School District and State-Chartered Charter School Wages

	School District or Charter School	FY16 Wages	FY18 - \$7.50 increasing to \$8.40			FY19 - \$8.40 increasing to \$9.20			FY20 - \$9.20 increasing to \$10.10		
			New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16
51	GADSDEN	\$ 59,925,020	\$ 38,992	\$ 59,964,012	0.1%	\$ 147,699	\$ 60,072,719	0.2%	\$ 343,516	\$ 60,268,536	0.6%
52	GALLUP	\$ 46,277,031	\$ 29,134	\$ 46,306,165	0.1%	\$ 105,148	\$ 46,382,179	0.2%	\$ 232,442	\$ 46,509,473	0.5%
53	GILBERT L SENA CHARTER HS	\$ 693,125	\$ -	\$ 693,125		\$ -	\$ 693,125		\$ -	\$ 693,125	
54	GRADY	\$ 1,488,213	\$ -	\$ 1,488,213		\$ -	\$ 1,488,213		\$ -	\$ 1,488,213	
55	GRANTS	\$ 16,175,261	\$ 9,479	\$ 16,184,740	0.1%	\$ 35,625	\$ 16,210,886	0.2%	\$ 74,408	\$ 16,249,669	0.5%
56	HAGERMAN	\$ 2,565,924	\$ 346	\$ 2,566,270	0.0%	\$ 1,773	\$ 2,567,697	0.1%	\$ 4,454	\$ 2,570,378	0.2%
57	HATCH	\$ 4,951,197	\$ 1,981	\$ 4,953,178	0.0%	\$ 7,206	\$ 4,958,403	0.1%	\$ 15,469	\$ 4,966,666	0.3%
58	HEALTH LEADERSHIP HIGH SCHOOL	\$ 580,926	\$ -	\$ 580,926		\$ -	\$ 580,926		\$ -	\$ 580,926	
59	HOBBS	\$ 35,241,327	\$ 59,231	\$ 35,300,558	0.2%	\$ 184,597	\$ 35,425,924	0.5%	\$ 334,782	\$ 35,576,109	0.9%
60	HONDO	\$ 1,391,935	\$ 643	\$ 1,392,578	0.0%	\$ 1,857	\$ 1,393,792	0.1%	\$ 3,071	\$ 1,395,006	0.2%
61	HORIZON ACADEMY WEST	\$ 1,421,974	\$ -	\$ 1,421,974		\$ -	\$ 1,421,974		\$ -	\$ 1,421,974	
62	HOUSE	\$ 1,196,733	\$ 525	\$ 1,197,258	0.0%	\$ 2,991	\$ 1,199,724	0.2%	\$ 7,365	\$ 1,204,098	0.6%
63	INTERNATIONAL SCHOOL AT MESA DEL SOL	\$ 1,224,107	\$ -	\$ 1,224,107		\$ -	\$ 1,224,107		\$ -	\$ 1,224,107	
64	J PAUL TAYLOR ACADEMY	\$ 657,319	\$ -	\$ 657,319		\$ -	\$ 657,319		\$ -	\$ 657,319	
65	JAL	\$ 1,644,752	\$ 798	\$ 1,645,550	0.0%	\$ 5,104	\$ 1,649,856	0.3%	\$ 13,047	\$ 1,657,799	0.8%
66	JEMEZ MOUNTAIN	\$ 2,288,116	\$ -	\$ 2,288,116		\$ 1,288	\$ 2,289,404	0.1%	\$ 6,198	\$ 2,294,314	0.3%
67	JEMEZ VALLEY	\$ 2,740,372	\$ 2,462	\$ 2,742,834	0.1%	\$ 8,108	\$ 2,748,479	0.3%	\$ 18,380	\$ 2,758,752	0.7%
68	LA ACADEMIA DOLORES HUERTA	\$ 702,741	\$ -	\$ 702,741		\$ -	\$ 702,741		\$ -	\$ 702,741	
69	LA JICARITA COMMUNITY SCHOOL	\$ 110,612	\$ -	\$ 110,612		\$ -	\$ 110,612		\$ -	\$ 110,612	
70	LA PROMESA EARLY LEARNING	\$ 1,407,835	\$ -	\$ 1,407,835		\$ 894	\$ 1,408,729	0.1%	\$ 3,006	\$ 1,410,841	0.2%
71	LA RESOLANA LEADERSHIP	\$ 385,649	\$ -	\$ 385,649		\$ -	\$ 385,649		\$ -	\$ 385,649	
72	LA TIERRA MONTESSORI SCHOOL	\$ 578,430	\$ -	\$ 578,430		\$ -	\$ 578,430		\$ -	\$ 578,430	
73	LAKE ARTHUR	\$ 1,491,180	\$ -	\$ 1,491,180		\$ -	\$ 1,491,180		\$ -	\$ 1,491,180	
74	LAS CRUCES	\$ 96,798,503	\$ 73,564	\$ 96,872,067	0.1%	\$ 269,376	\$ 97,067,879	0.3%	\$ 548,164	\$ 97,346,667	0.6%
75	LAS MONTANAS CHARTER	\$ 594,471	\$ -	\$ 594,471		\$ -	\$ 594,471		\$ -	\$ 594,471	
76	LAS VEGAS CITY	\$ 6,424,845	\$ 2,630	\$ 6,427,475	0.0%	\$ 10,891	\$ 6,435,736	0.2%	\$ 24,650	\$ 6,449,495	0.4%
77	LOGAN	\$ 2,295,741	\$ 649	\$ 2,296,390	0.0%	\$ 1,875	\$ 2,297,616	0.1%	\$ 3,941	\$ 2,299,682	0.2%
78	LORDSBURG	\$ 2,864,916	\$ 286	\$ 2,865,202	0.0%	\$ 2,181	\$ 2,867,097	0.1%	\$ 6,518	\$ 2,871,434	0.2%
79	LOS ALAMOS	\$ 17,082,369	\$ 15,853	\$ 17,098,222	0.1%	\$ 62,144	\$ 17,144,513	0.4%	\$ 135,363	\$ 17,217,732	0.8%
80	LOS LUNAS	\$ 27,868,904	\$ 6,054	\$ 27,874,958	0.0%	\$ 28,004	\$ 27,896,908	0.1%	\$ 71,864	\$ 27,940,768	0.3%
81	LOVINGTON	\$ 13,895,366	\$ 16,522	\$ 13,911,888	0.1%	\$ 54,416	\$ 13,949,782	0.4%	\$ 105,694	\$ 14,001,060	0.8%
82	MAGDALENA	\$ 3,188,053	\$ 897	\$ 3,188,950	0.0%	\$ 3,781	\$ 3,191,834	0.1%	\$ 8,663	\$ 3,196,716	0.3%
83	MAXWELL	\$ 1,058,003	\$ 4,726	\$ 1,062,729	0.4%	\$ 13,362	\$ 1,071,365	1.3%	\$ 22,444	\$ 1,080,447	2.1%
84	MCCURDY CHARTER SCHOOL	\$ 1,540,089	\$ -	\$ 1,540,089		\$ -	\$ 1,540,089		\$ -	\$ 1,540,089	
85	MEDIA ARTS CHARTER	\$ 1,604,262	\$ -	\$ 1,604,262		\$ -	\$ 1,604,262		\$ -	\$ 1,604,262	
86	MELROSE	\$ 2,635,368	\$ -	\$ 2,635,368		\$ -	\$ 2,635,368		\$ 1,868	\$ 2,637,236	0.1%
87	MESA VISTA	\$ 1,787,829	\$ 851	\$ 1,788,680	0.0%	\$ 3,668	\$ 1,791,497	0.2%	\$ 9,505	\$ 1,797,334	0.5%
88	MISSION ACHIEVEMENT AND SUCCESS	\$ 2,684,119	\$ -	\$ 2,684,119		\$ -	\$ 2,684,119		\$ -	\$ 2,684,119	
89	MONTE DEL SOL CHARTER	\$ 1,329,457	\$ -	\$ 1,329,457		\$ -	\$ 1,329,457		\$ -	\$ 1,329,457	
90	MONTESSORI ELEMENTARY SCHOOL	\$ 937,571	\$ -	\$ 937,571		\$ -	\$ 937,571		\$ -	\$ 937,571	
91	MORA	\$ 2,781,395	\$ -	\$ 2,781,395		\$ 1,179	\$ 2,782,574	0.0%	\$ 5,874	\$ 2,787,269	0.2%
92	MORIARTY-EDGEWOOD	\$ 12,407,755	\$ 5,549	\$ 12,413,304	0.0%	\$ 21,186	\$ 12,428,941	0.2%	\$ 44,986	\$ 12,452,741	0.4%
93	MOSQUERO	\$ 563,026	\$ -	\$ 563,026		\$ -	\$ 563,026		\$ -	\$ 563,026	
94	MOUNTAINAIR	\$ 1,797,049	\$ 3,562	\$ 1,800,611	0.2%	\$ 11,450	\$ 1,808,499	0.6%	\$ 21,379	\$ 1,818,428	1.2%
95	NEW AMERICA SCHOOL	\$ 1,030,481	\$ -	\$ 1,030,481		\$ -	\$ 1,030,481		\$ -	\$ 1,030,481	
96	NEW AMERICA SCHOOL - LAS CRUCES	\$ 1,045,672	\$ -	\$ 1,045,672		\$ -	\$ 1,045,672		\$ -	\$ 1,045,672	
97	NEW MEXICO CONNECTIONS ACADEMY	\$ 1,910,521	\$ -	\$ 1,910,521		\$ -	\$ 1,910,521		\$ -	\$ 1,910,521	
98	NEW MEXICO INTERNATIONAL SCHOOL	\$ 671,738	\$ -	\$ 671,738		\$ -	\$ 671,738		\$ -	\$ 671,738	
99	NM SCHOOL FOR ARTS	\$ 570,256	\$ -	\$ 570,256		\$ -	\$ 570,256		\$ 283	\$ 570,539	0.0%
100	NORTH VALLEY CHARTER	\$ 1,510,629	\$ -	\$ 1,510,629		\$ -	\$ 1,510,629		\$ -	\$ 1,510,629	

HB67/aHLEDC Projected Impact on School District and State-Chartered Charter School Wages

	School District or Charter School	FY16 Wages	FY18 - \$7.50 increasing to \$8.40			FY19 - \$8.40 increasing to \$9.20			FY20 - \$9.20 increasing to \$10.10		
			New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16	New Wages with Benefits (at 30%)	Projected Total Wages	% inc. from FY16
101	PECOS	\$ 2,643,288	\$ -	\$ 2,643,288		\$ -	\$ 2,643,288		\$ -	\$ 2,643,288	
102	PENASCO	\$ 3,696,095	\$ -	\$ 3,696,095		\$ -	\$ 3,696,095		\$ 152	\$ 3,696,247	0.0%
103	POJOAQUE	\$ 7,650,291	\$ 3,088	\$ 7,653,379	0.0%	\$ 12,072	\$ 7,662,363	0.2%	\$ 28,971	\$ 7,679,262	0.4%
104	PORTALES	\$ 12,414,666	\$ 59	\$ 12,414,725	0.0%	\$ 3,123	\$ 12,417,789	0.0%	\$ 11,825	\$ 12,426,491	0.1%
105	QUEMADO	\$ 1,405,120	\$ -	\$ 1,405,120		\$ -	\$ 1,405,120		\$ -	\$ 1,405,120	
106	QUESTA	\$ 4,621,486	\$ 695	\$ 4,622,181	0.0%	\$ 2,254	\$ 4,623,741	0.0%	\$ 4,093	\$ 4,625,580	0.1%
107	RATON	\$ 5,114,080	\$ -	\$ 5,114,080		\$ 737	\$ 5,114,817	0.0%	\$ 3,005	\$ 5,117,085	0.1%
108	RED RIVER VALLEY CHARTER SCHOOL	\$ 467,314	\$ 442	\$ 467,757	0.1%	\$ 1,696	\$ 469,010	0.4%	\$ 3,420	\$ 470,734	0.7%
109	RESERVE	\$ 2,034,170	\$ -	\$ 2,034,170		\$ -	\$ 2,034,170		\$ -	\$ 2,034,170	
110	RIO RANCHO	\$ 68,694,119	\$ 56,759	\$ 68,750,878	0.1%	\$ 196,160	\$ 68,890,279	0.3%	\$ 396,469	\$ 69,090,587	0.6%
111	ROSWELL	\$ 39,002,321	\$ 5,632	\$ 39,007,953	0.0%	\$ 23,486	\$ 39,025,807	0.1%	\$ 57,245	\$ 39,059,566	0.1%
112	ROY	\$ 717,800	\$ -	\$ 717,800		\$ -	\$ 717,800		\$ -	\$ 717,800	
113	RUIDOSO	\$ 6,258,177	\$ 1,561	\$ 6,259,738	0.0%	\$ 5,311	\$ 6,263,488	0.1%	\$ 11,149	\$ 6,269,326	0.2%
114	SAN JON	\$ 1,229,661	\$ -	\$ 1,229,661		\$ -	\$ 1,229,661		\$ -	\$ 1,229,661	
115	SANDOVAL ACADEMY OF BILINGUAL EDUCATION	\$ 111,250	\$ -	\$ 111,250		\$ -	\$ 111,250		\$ -	\$ 111,250	
116	SANTA FE	\$ 38,935,461	\$ -	\$ 38,935,461		\$ 2,325	\$ 38,937,786	0.0%	\$ 65,775	\$ 39,001,236	0.2%
117	SANTA ROSA	\$ 4,079,799	\$ 169	\$ 4,079,968	0.0%	\$ 1,742	\$ 4,081,541	0.0%	\$ 7,003	\$ 4,086,802	0.2%
118	SCHOOL OF DREAMS ACADEMY	\$ 1,250,748	\$ -	\$ 1,250,748		\$ 712	\$ 1,251,460	0.1%	\$ 2,642	\$ 1,253,390	0.2%
119	SILVER CITY	\$ 11,768,090	\$ 9,557	\$ 11,777,646	0.1%	\$ 34,705	\$ 11,802,794	0.3%	\$ 79,028	\$ 11,847,117	0.7%
120	SOCORRO	\$ 7,660,301	\$ 47	\$ 7,660,347	0.0%	\$ 2,626	\$ 7,662,927	0.0%	\$ 9,612	\$ 7,669,912	0.1%
121	SOUTH VALLEY PREP	\$ 619,519	\$ -	\$ 619,519		\$ -	\$ 619,519		\$ -	\$ 619,519	
122	SOUTHWEST INTERMEDIATE LEARNING CENTER	\$ 390,435	\$ -	\$ 390,435		\$ -	\$ 390,435		\$ -	\$ 390,435	
123	SOUTHWEST PRIMARY LEARNING CENTER	\$ 489,564	\$ -	\$ 489,564		\$ -	\$ 489,564		\$ -	\$ 489,564	
124	SOUTHWEST SECONDARY LEARNING CENTER	\$ 601,741	\$ -	\$ 601,741		\$ -	\$ 601,741		\$ -	\$ 601,741	
125	SPRINGER	\$ 1,456,180	\$ -	\$ 1,456,180		\$ -	\$ 1,456,180		\$ 778	\$ 1,456,959	0.1%
126	SW AERONAUTICS MATHEMATICS AND SCIENCE	\$ 672,589	\$ -	\$ 672,589		\$ -	\$ 672,589		\$ -	\$ 672,589	
127	TAOS	\$ 12,277,016	\$ 985	\$ 12,278,002	0.0%	\$ 3,454	\$ 12,280,470	0.0%	\$ 6,763	\$ 12,283,779	0.1%
128	TAOS ACADEMY	\$ 1,611,826	\$ -	\$ 1,611,826		\$ -	\$ 1,611,826		\$ -	\$ 1,611,826	
129	TAOS INTEGRATED SCHOOL OF THE ARTS	\$ 475,144	\$ -	\$ 475,144		\$ 88	\$ 475,233	0.0%	\$ 1,394	\$ 476,538	0.3%
130	TAOS INTERNATIONAL SCHOOL	\$ 432,839	\$ -	\$ 432,839		\$ -	\$ 432,839		\$ -	\$ 432,839	
131	TATUM	\$ 1,341,441	\$ 1,017	\$ 1,342,458	0.1%	\$ 3,115	\$ 1,344,556	0.2%	\$ 6,323	\$ 1,347,764	0.5%
132	TECHNOLOGY LEADERSHIP	\$ 254,000	\$ -	\$ 254,000		\$ -	\$ 254,000		\$ -	\$ 254,000	
133	TEXICO	\$ 1,704,734	\$ 865	\$ 1,705,598	0.1%	\$ 2,811	\$ 1,707,544	0.2%	\$ 6,206	\$ 1,710,940	0.4%
134	THE ASK ACADEMY	\$ 1,578,896	\$ -	\$ 1,578,896		\$ -	\$ 1,578,896		\$ -	\$ 1,578,896	
135	THE GREAT ACADEMY	\$ 540,082	\$ -	\$ 540,082		\$ -	\$ 540,082		\$ -	\$ 540,082	
136	THE MASTER PROGRAM	\$ 519,415	\$ -	\$ 519,415		\$ -	\$ 519,415		\$ -	\$ 519,415	
137	TIERRA ADENTRO	\$ 1,125,990	\$ -	\$ 1,125,990		\$ -	\$ 1,125,990		\$ -	\$ 1,125,990	
138	TIERRA ENCANTADA CHARTER SCHOOL	\$ 1,011,059	\$ 1,385	\$ 1,012,444	0.1%	\$ 4,415	\$ 1,015,474	0.4%	\$ 7,913	\$ 1,018,972	0.8%
139	TRUTH OR CONS.	\$ 6,560,652	\$ 2,972	\$ 6,563,624	0.0%	\$ 10,168	\$ 6,570,820	0.2%	\$ 22,838	\$ 6,583,490	0.3%
140	TUCUMCARI	\$ 4,446,586	\$ 5,473	\$ 4,452,059	0.1%	\$ 22,141	\$ 4,468,727	0.5%	\$ 47,003	\$ 4,493,589	1.1%
141	TULAROSA	\$ 4,106,483	\$ 2,594	\$ 4,109,077	0.1%	\$ 10,221	\$ 4,116,704	0.2%	\$ 21,337	\$ 4,127,820	0.5%
142	TURQUOISE TRAIL CHARTER SCHOOL	\$ 1,978,405	\$ -	\$ 1,978,405		\$ -	\$ 1,978,405		\$ 1,256	\$ 1,979,661	0.1%
143	UPLIFT COMMUNITY SCHOOL	\$ 355,087	\$ -	\$ 355,087		\$ -	\$ 355,087		\$ 454	\$ 355,541	0.1%
144	VAUGHN	\$ 771,918	\$ -	\$ 771,918		\$ -	\$ 771,918		\$ -	\$ 771,918	
145	WAGON MOUND	\$ 1,189,815	\$ -	\$ 1,189,815		\$ -	\$ 1,189,815		\$ -	\$ 1,189,815	
146	WALATOWA CHARTER HIGH	\$ 386,824	\$ 203	\$ 387,027	0.1%	\$ 1,487	\$ 388,311	0.4%	\$ 3,786	\$ 390,610	1.0%
147	WEST LAS VEGAS	\$ 8,044,094	\$ 3,105	\$ 8,047,199	0.0%	\$ 11,189	\$ 8,055,284	0.1%	\$ 24,738	\$ 8,068,832	0.3%
148	WILLIAM W JOSEPHINE DORN CHARTER	\$ 156,268	\$ -	\$ 156,268		\$ -	\$ 156,268		\$ -	\$ 156,268	
149	ZUNI	\$ 6,288,521	\$ -	\$ 6,288,521		\$ 1,340	\$ 6,289,861	0.0%	\$ 7,190	\$ 6,295,712	0.1%
150	STATEWIDE	\$ 1,370,219,077	\$ 792,276	\$ 1,371,011,353	0.1%	\$ 3,053,407	\$ 1,373,272,484	0.2%	\$ 6,756,583	\$ 1,376,975,660	0.5%