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

Bill Number	<u>SB36/aSPAC</u>	Sponsor	<u>Soules</u>
Tracking Number	<u>.205279.2</u>	Committee Referrals	<u>SPAC/SCORC</u>
Short Title	<u>Raise Minimum Wage</u>		
Analyst	<u>Bedeaux</u>	Original Date	<u>1/26/17</u>
		Last Updated	<u>3/1/17</u>

BILL SUMMARY

Synopsis of SPAC Amendment

The Senate Public Affairs Committee amendment to Senate Bill 36 (SB36/aSPAC) removes exceptions to the minimum wage, making the minimum wage \$8.45 adjusted for the cost of living for all employees. Previously, employers with 10 or fewer employees and employers with trainee employees would have utilized the current \$7.50 minimum wage adjusted for the cost of living.

Synopsis of Bill

Senate Bill 36 (SB36) raises the statewide minimum wage to \$8.45 per hour for the first half of FY17. On January 1, 2018, the minimum wage will be increased by a cost-of-living adjustment equal to the increase in percentage 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. The bill exempts employers with 10 or fewer employees and employers with trainee employees, each of which will remain at the \$7.50 minimum wage, adjusted for the cost of living.

FISCAL IMPACT

SB36/aSPAC does not contain an appropriation. This analysis focuses on the fiscal impact to New Mexico public school districts and state-chartered charter schools.

A forecast by Global Insight, the forecasting agency used by the Legislative Finance Committee (LFC), projects the CPI-U to increase by 2.2 percent in FY18. This means that for the first half of the fiscal year beginning when SB36/aSPAC would come into effect, the minimum wage would be \$8.45, and for the second half, the minimum wage would be rounded to \$8.65. The chart below projects the SB36/aSPAC minimum wage over the next few years using LFC's CPI-U forecast.

SB36/aSPAC Minimum Wage Projections Based on CPI-U, 2018-2021

Fiscal Year	FY17	FY18		FY19		FY20		FY21	
	2nd Half	1st Half	2nd Half	1st Half	2nd Half	1st Half	2nd Half	1st Half	2nd Half
CPI-U (Forecast)	2.0%	2.2%		2.3%		2.6%		2.7%	
Minimum Wage	\$7.50	\$8.45	\$8.65		\$8.85		\$9.10		\$9.35
Tipped Employees	\$2.13	\$2.65	\$2.70		\$2.75		\$2.80		\$2.90
Tax Year	1st Half	2nd Half	1st Half	2nd Half	1st Half	2nd Half	1st Half	2nd Half	1st Half
	2017		2018		2019		2020		2021

Source: LFC and Global Insight

The total projected impact of implementing SB36/aSPAC to school districts and state-chartered charter schools over the next three fiscal years would be \$7.9 million, summarized in the tables below. The fiscal impact to each school district and charter school is detailed in the attachment.

There are 1,253 school district and state-chartered charter school employees that have an hourly rate below \$8.45 per hour, and 1,377 below \$8.65. In each half of FY18, bringing those employees to the minimum wage and providing benefits at 30 percent of salary would have a statewide cost of \$1.9 million, an increase of 0.1 percent from FY16. Educational assistants make up 78 percent of the new wages at an \$8.65 minimum wage.

Statewide Impact of SB36 on Public Schools
(in millions)

	FY16	FY18	FY19	FY20
Cost of Wages	\$ 1,370.22	\$ 1,372.12	\$ 1,372.81	\$ 1,373.65
New Wages (from prev.)		\$ 1.91	\$ 0.68	\$ 0.85
% Increase (from FY16)		0.14%	0.19%	0.25%
Cost to Public Schools		\$ 1.91	\$ 2.59	\$ 3.43
Three-Year Cost of SB36				\$7.93

Source: LESC files

Percent of New Wages in Personnel Categories

	\$8.65	\$8.85	\$9.10
Educational Assistants	78%	77%	77%
Healthcare	6%	6%	7%
Non-Certified Personnel	12%	13%	13%
Related Service Personnel	1%	1%	1%
Teachers	2%	3%	3%
N. of Employees Affected	1,377	1,494	1,670

Source: LESC files

As the minimum wage increases, more employees would fall below the cutoff. Raising the bar for minimum wage would, in turn, increase the fiscal impact. For the first half of FY19, the minimum wage would be \$8.65, increasing to \$8.85 in the second half. The result would be 1,494 affected employees, and a cost of \$2.6 million (0.2 percent) to school districts and charter schools in FY19. The new wages at this level affect non-certified personnel and healthcare personnel slightly more than at \$8.65 as the minimum wage increases to include more personnel.

In the first half of FY20, the minimum wage would remain at \$8.85, to increase to \$9.10 in the second half of the fiscal year. This would include 1,671 employees to increase wages and benefits for a statewide cost to public schools of \$3.4 million (0.3 percent) in FY20. There is not a significant difference in personnel types included from \$8.85 to \$9.10.

Before the SPAC amendments, the bill exempted employers with 10 or fewer employees from the \$8.45 minimum wage. There are five state-chartered charter schools that list records for 10 or fewer employees: DEAP, La Jicarita Community School, Sandoval Academy of Bilingual Education, Dream Diné, and William W. Josephine Dorn Charter School. Of those five, only DEAP had an employee making less than the SB36/aSPAC minimum wage in 2020.

SB36/aSPAC 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.

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. SB36/aSPAC 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 \$8.45 minimum established in SB36/aSPAC. 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, and is currently about two dollars above the SB36/aSPAC's minimum wage.

A study by the National Conference of State Legislatures (NCSL) confirms that 31 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 local counties and cities may have a higher minimum wage.

State Personnel Office (SPO) analysis for SB36/aSPAC 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 \$8.60. If SB36/aSPAC were to pass, 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, skills, 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 at 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.

TECHNICAL ISSUES

The bill does not define “trainee employee.” The term is not currently defined in Section 50, Article 4 NMSA 1978. It is unclear which employees will fall under this category. The Legislature may want to consider providing qualifications for what constitutes a “trainee.”

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. 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:

- SB321, Raise Minimum Wage, increases the minimum wage to \$8.75 per hour;
- SB386, Raise Minimum Wage & Allow Trainee Wage, increases the minimum wage to \$9.00 except for trainee employees, who receive \$8.00 per hour for a 60-day period;
- HB27, Increase Minimum Wage, increases the minimum wage to \$15 per hour;
- HB67/aHLEDC, Increase Minimum Wage, increases the minimum wage to \$8.40 per hour, plus about a dollar per year for the following two years, and then a cost-of-living increase in subsequent years; and
- HB442, Minimum Wage & Wage-Related Conduct, increases the minimum wage to \$9.25 and prevents local governments from regulating private sector schedules.

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 allocates funding to raise the salaries of state employees and public school personnel by 3 percent.

SOURCES OF INFORMATION

- LESC Files
- LFC
- PED
- SPO Analysis
- NCSL

TCB/rab

SB36 Projected Impact on School District and State-Chartered Charter School Wages

ATTACHMENT

School District or Charter School	FY16 Wages	FY18 - \$8.45 increasing to \$8.65			FY19 - \$8.65 increasing to \$8.85			FY20 - \$8.85 increasing to \$9.10		
		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	\$ 337	\$ 960,918	0.0%	\$ 878	\$ 961,459	0.1%	\$ 1,486	\$ 962,067	0.2%
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	\$ 19,216	\$ 22,759,151	0.1%	\$ 26,218	\$ 22,766,153	0.1%	\$ 34,294	\$ 22,774,229	0.2%
6 ALBUQUERQUE	\$ 384,633,911	\$ 707,451	\$ 385,341,362	0.2%	\$ 994,520	\$ 385,628,431	0.3%	\$ 1,345,343	\$ 385,979,254	0.3%
7 ALBUQUERQUE INSTITUTE OF MATH & SCIENCE	\$ 756,047	\$ -	\$ 756,047		\$ -	\$ 756,047		\$ -	\$ 756,047	
8 ALDO LEOPOLD CHARTER	\$ 499,956	\$ 936	\$ 500,892	0.2%	\$ 1,477	\$ 501,433	0.3%	\$ 2,085	\$ 502,041	0.4%
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	\$ 10,882	\$ 887,004	1.2%	\$ 13,044	\$ 889,166	1.5%	\$ 15,477	\$ 891,599	1.8%
12 ANTHONY CHARTER SCHOOL	\$ 350,139	\$ -	\$ 350,139		\$ -	\$ 350,139		\$ -	\$ 350,139	
13 ARTESIA	\$ 15,415,943	\$ 2,056	\$ 15,417,999	0.0%	\$ 4,227	\$ 15,420,170	0.0%	\$ 7,894	\$ 15,423,837	0.1%
14 AZTEC	\$ 12,268,201	\$ 19,118	\$ 12,287,319	0.2%	\$ 24,683	\$ 12,292,884	0.2%	\$ 31,582	\$ 12,299,783	0.3%
15 BELEN	\$ 15,754,827	\$ 1,547	\$ 15,756,374	0.0%	\$ 1,842	\$ 15,756,669	0.0%	\$ 2,173	\$ 15,757,000	0.0%
16 BERNALILLO	\$ 15,118,642	\$ 24,474	\$ 15,143,116	0.2%	\$ 31,467	\$ 15,150,109	0.2%	\$ 39,568	\$ 15,158,210	0.3%
17 BLOOMFIELD	\$ 11,163,574	\$ 13,238	\$ 11,176,812	0.1%	\$ 16,523	\$ 11,180,097	0.1%	\$ 21,160	\$ 11,184,734	0.2%
18 CAPITAN	\$ 2,662,260	\$ -	\$ 2,662,260		\$ -	\$ 2,662,260		\$ -	\$ 2,662,260	
19 CARLSBAD	\$ 19,716,498	\$ 8,417	\$ 19,724,915	0.0%	\$ 12,548	\$ 19,729,046	0.1%	\$ 18,124	\$ 19,734,622	0.1%
20 CARRIZOZO	\$ 1,697,352	\$ -	\$ 1,697,352		\$ -	\$ 1,697,352		\$ -	\$ 1,697,352	
21 CENTRAL CONS.	\$ 22,710,675	\$ 25,592	\$ 22,736,267	0.1%	\$ 35,440	\$ 22,746,115	0.2%	\$ 49,513	\$ 22,760,188	0.2%
22 CESAR CHAVEZ COMMUNITY SCHOOL	\$ 867,664	\$ -	\$ 867,664		\$ -	\$ 867,664		\$ -	\$ 867,664	
23 CHAMA	\$ 2,410,705	\$ -	\$ 2,410,705		\$ -	\$ 2,410,705		\$ -	\$ 2,410,705	
24 CIEN AGUAS INTERNATIONAL SCHOOL	\$ 1,367,211	\$ 319	\$ 1,367,530	0.0%	\$ 1,125	\$ 1,368,336	0.1%	\$ 2,336	\$ 1,369,547	0.2%
25 CIMARRON	\$ 3,206,076	\$ 619	\$ 3,206,695	0.0%	\$ 737	\$ 3,206,813	0.0%	\$ 869	\$ 3,206,945	0.0%
26 CLAYTON	\$ 3,002,322	\$ 6,813	\$ 3,009,135	0.2%	\$ 8,436	\$ 3,010,758	0.3%	\$ 10,261	\$ 3,012,583	0.3%
27 CLOUDCROFT	\$ 1,846,291	\$ 781	\$ 1,847,072	0.0%	\$ 1,231	\$ 1,847,522	0.1%	\$ 1,998	\$ 1,848,289	0.1%
28 CLOVIS	\$ 27,797,680	\$ 45,785	\$ 27,843,465	0.2%	\$ 62,501	\$ 27,860,181	0.2%	\$ 82,412	\$ 27,880,092	0.3%
29 COBRE CONS.	\$ 6,970,471	\$ 281	\$ 6,970,752	0.0%	\$ 822	\$ 6,971,293	0.0%	\$ 1,430	\$ 6,971,901	0.0%
30 CORAL COMMUNITY CHARTER	\$ 857,292	\$ -	\$ 857,292		\$ -	\$ 857,292		\$ 350	\$ 857,642	0.0%
31 CORONA	\$ 1,006,909	\$ 1,406	\$ 1,008,315	0.1%	\$ 1,674	\$ 1,008,583	0.2%	\$ 1,975	\$ 1,008,884	0.2%
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	\$ 6,117	\$ 3,145,341	0.2%	\$ 7,739	\$ 3,146,963	0.2%	\$ 9,564	\$ 3,148,788	0.3%
35 DEAP	\$ 100,478	\$ -	\$ 100,478		\$ -	\$ 100,478		\$ 93	\$ 100,571	0.1%
36 DEMING	\$ 19,765,560	\$ 62,420	\$ 19,827,980	0.3%	\$ 82,267	\$ 19,847,827	0.4%	\$ 106,878	\$ 19,872,438	0.5%
37 DES MOINES	\$ 889,557	\$ 1,215	\$ 890,772	0.1%	\$ 1,599	\$ 891,156	0.2%	\$ 2,031	\$ 891,588	0.2%
38 DEXTER	\$ 4,646,445	\$ 1,552	\$ 4,647,997	0.0%	\$ 2,239	\$ 4,648,684	0.0%	\$ 3,332	\$ 4,649,777	0.1%
39 DORA	\$ 1,816,443	\$ 2,722	\$ 1,819,165	0.1%	\$ 3,776	\$ 1,820,219	0.2%	\$ 5,070	\$ 1,821,514	0.3%
40 DREAM DINE	\$ 163,300	\$ -	\$ 163,300		\$ -	\$ 163,300		\$ -	\$ 163,300	
41 DULCE	\$ 3,113,154	\$ 3,338	\$ 3,116,492	0.1%	\$ 4,523	\$ 3,117,677	0.1%	\$ 6,180	\$ 3,119,334	0.2%
42 ELIDA	\$ 1,342,682	\$ -	\$ 1,342,682		\$ -	\$ 1,342,682		\$ -	\$ 1,342,682	
43 ESPANOLA	\$ 15,270,834	\$ 10,303	\$ 15,281,137	0.1%	\$ 13,558	\$ 15,284,393	0.1%	\$ 17,624	\$ 15,288,458	0.1%
44 ESTANCIA	\$ 3,118,687	\$ 4,668	\$ 3,123,355	0.1%	\$ 6,306	\$ 3,124,993	0.2%	\$ 8,478	\$ 3,127,165	0.3%
45 ESTANCIA VALLEY CLASSICAL ACADEMY	\$ 1,150,851	\$ 5,627	\$ 1,156,478	0.5%	\$ 7,249	\$ 1,158,101	0.6%	\$ 9,075	\$ 1,159,926	0.8%
46 EUNICE	\$ 2,922,575	\$ 1,745	\$ 2,924,320	0.1%	\$ 2,721	\$ 2,925,296	0.1%	\$ 3,943	\$ 2,926,518	0.1%
47 EXPLORE ACADEMY	\$ 1,098,308	\$ -	\$ 1,098,308		\$ -	\$ 1,098,308		\$ -	\$ 1,098,308	
48 FARMINGTON	\$ 46,261,063	\$ 95,099	\$ 46,356,162	0.2%	\$ 117,569	\$ 46,378,632	0.3%	\$ 144,051	\$ 46,405,114	0.3%
49 FLOYD	\$ 2,425,374	\$ 2,241	\$ 2,427,615	0.1%	\$ 2,782	\$ 2,428,156	0.1%	\$ 3,390	\$ 2,428,765	0.1%
50 FT SUMNER	\$ 2,680,944	\$ 2,135	\$ 2,683,079	0.1%	\$ 2,675	\$ 2,683,619	0.1%	\$ 3,284	\$ 2,684,228	0.1%

SB36 Projected Impact on School District and State-Chartered Charter School Wages

	School District or Charter School	FY16 Wages	FY18 - \$8.45 increasing to \$8.65			FY19 - \$8.65 increasing to \$8.85			FY20 - \$8.85 increasing to \$9.10			
			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	\$ 76,161	\$ 60,001,181	0.1%	\$ 106,188	\$ 60,031,208	0.2%	\$ 147,654	\$ 60,072,674	0.2%	51
52	GALLUP	\$ 46,277,031	\$ 61,458	\$ 46,338,489	0.1%	\$ 82,714	\$ 46,359,745	0.2%	\$ 109,997	\$ 46,387,028	0.2%	52
53	GILBERT L SENA CHARTER HS	\$ 693,125	\$ -	\$ 693,125		\$ -	\$ 693,125		\$ -	\$ 693,125		53
54	GRADY	\$ 1,488,213	\$ -	\$ 1,488,213		\$ -	\$ 1,488,213		\$ -	\$ 1,488,213		54
55	GRANTS	\$ 16,175,261	\$ 24,762	\$ 16,200,023	0.2%	\$ 32,522	\$ 16,207,783	0.2%	\$ 42,013	\$ 16,217,274	0.3%	55
56	HAGERMAN	\$ 2,565,924	\$ 1,097	\$ 2,567,021	0.0%	\$ 1,638	\$ 2,567,562	0.1%	\$ 2,246	\$ 2,568,170	0.1%	56
57	HATCH	\$ 4,951,197	\$ 5,178	\$ 4,956,375	0.1%	\$ 6,800	\$ 4,957,997	0.1%	\$ 8,626	\$ 4,959,823	0.2%	57
58	HEALTH LEADERSHIP HIGH SCHOOL	\$ 580,926	\$ -	\$ 580,926		\$ -	\$ 580,926		\$ -	\$ 580,926		58
59	HOBBS	\$ 35,241,327	\$ 119,972	\$ 35,361,299	0.3%	\$ 151,657	\$ 35,392,984	0.4%	\$ 189,111	\$ 35,430,438	0.5%	59
60	HONDO	\$ 1,391,935	\$ 1,500	\$ 1,393,435	0.1%	\$ 1,785	\$ 1,393,720	0.1%	\$ 2,107	\$ 1,394,042	0.2%	60
61	HORIZON ACADEMY WEST	\$ 1,421,974	\$ -	\$ 1,421,974		\$ -	\$ 1,421,974		\$ -	\$ 1,421,974		61
62	HOUSE	\$ 1,196,733	\$ 1,571	\$ 1,198,304	0.1%	\$ 2,497	\$ 1,199,230	0.2%	\$ 3,714	\$ 1,200,447	0.3%	62
63	INTERNATIONAL SCHOOL AT MESA DEL SOL	\$ 1,224,107	\$ -	\$ 1,224,107		\$ -	\$ 1,224,107		\$ -	\$ 1,224,107		63
64	J PAUL TAYLOR ACADEMY	\$ 657,319	\$ -	\$ 657,319		\$ -	\$ 657,319		\$ -	\$ 657,319		64
65	JAL	\$ 1,644,752	\$ 2,617	\$ 1,647,369	0.2%	\$ 4,248	\$ 1,649,000	0.3%	\$ 6,395	\$ 1,651,147	0.4%	65
66	JEMEZ MOUNTAIN	\$ 2,288,116	\$ 189	\$ 2,288,305	0.0%	\$ 649	\$ 2,288,765	0.0%	\$ 1,491	\$ 2,289,607	0.1%	66
67	JEMEZ VALLEY	\$ 2,740,372	\$ 5,761	\$ 2,746,132	0.2%	\$ 6,875	\$ 2,747,247	0.3%	\$ 8,696	\$ 2,749,067	0.3%	67
68	LA ACADEMIA DOLORES HUERTA	\$ 702,741	\$ -	\$ 702,741		\$ -	\$ 702,741		\$ -	\$ 702,741		68
69	LA JICARITA COMMUNITY SCHOOL	\$ 110,612	\$ -	\$ 110,612		\$ -	\$ 110,612		\$ -	\$ 110,612		69
70	LA PROMESA EARLY LEARNING	\$ 1,407,835	\$ 151	\$ 1,407,986	0.0%	\$ 572	\$ 1,408,407	0.0%	\$ 1,180	\$ 1,409,015	0.1%	70
71	LA RESOLANA LEADERSHIP	\$ 385,649	\$ -	\$ 385,649		\$ -	\$ 385,649		\$ -	\$ 385,649		71
72	LA TIERRA MONTESSORI SCHOOL	\$ 578,430	\$ -	\$ 578,430		\$ -	\$ 578,430		\$ -	\$ 578,430		72
73	LAKE ARTHUR	\$ 1,491,180	\$ -	\$ 1,491,180		\$ -	\$ 1,491,180		\$ -	\$ 1,491,180		73
74	LAS CRUCES	\$ 96,798,503	\$ 189,462	\$ 96,987,965	0.2%	\$ 247,702	\$ 97,046,205	0.3%	\$ 317,974	\$ 97,116,477	0.3%	74
75	LAS MONTANAS CHARTER	\$ 594,471	\$ -	\$ 594,471		\$ -	\$ 594,471		\$ -	\$ 594,471		75
76	LAS VEGAS CITY	\$ 6,424,845	\$ 7,001	\$ 6,431,846	0.1%	\$ 9,552	\$ 6,434,397	0.1%	\$ 12,903	\$ 6,437,748	0.2%	76
77	LOGAN	\$ 2,295,741	\$ 1,514	\$ 2,297,255	0.1%	\$ 1,803	\$ 2,297,544	0.1%	\$ 2,127	\$ 2,297,868	0.1%	77
78	LORDSBURG	\$ 2,864,916	\$ 978	\$ 2,865,894	0.0%	\$ 1,573	\$ 2,866,489	0.1%	\$ 2,574	\$ 2,867,490	0.1%	78
79	LOS ALAMOS	\$ 17,082,369	\$ 41,205	\$ 17,123,574	0.2%	\$ 55,406	\$ 17,137,775	0.3%	\$ 73,324	\$ 17,155,693	0.4%	79
80	LOS LUNAS	\$ 27,868,904	\$ 16,741	\$ 27,885,645	0.1%	\$ 23,729	\$ 27,892,633	0.1%	\$ 33,153	\$ 27,902,057	0.1%	80
81	LOVINGTON	\$ 13,895,366	\$ 40,280	\$ 13,935,646	0.3%	\$ 50,339	\$ 13,945,705	0.4%	\$ 62,384	\$ 13,957,750	0.4%	81
82	MAGDALENA	\$ 3,188,053	\$ 2,200	\$ 3,190,253	0.1%	\$ 3,000	\$ 3,191,053	0.1%	\$ 4,329	\$ 3,192,382	0.1%	82
83	MAXWELL	\$ 1,058,003	\$ 4,763	\$ 1,062,766	0.5%	\$ 6,574	\$ 1,064,577	0.6%	\$ 8,612	\$ 1,066,615	0.8%	83
84	MCCURDY CHARTER SCHOOL	\$ 1,540,089	\$ -	\$ 1,540,089		\$ -	\$ 1,540,089		\$ -	\$ 1,540,089		84
85	MEDIA ARTS CHARTER	\$ 1,604,262	\$ -	\$ 1,604,262		\$ -	\$ 1,604,262		\$ -	\$ 1,604,262		85
86	MELROSE	\$ 2,635,368	\$ -	\$ 2,635,368		\$ -	\$ 2,635,368		\$ -	\$ 2,635,368		86
87	MESA VISTA	\$ 1,787,829	\$ 2,355	\$ 1,790,184	0.1%	\$ 3,226	\$ 1,791,055	0.2%	\$ 4,295	\$ 1,792,124	0.2%	87
88	MISSION ACHIEVEMENT AND SUCCESS	\$ 2,684,119	\$ -	\$ 2,684,119		\$ -	\$ 2,684,119		\$ -	\$ 2,684,119		88
89	MONTE DEL SOL CHARTER	\$ 1,329,457	\$ -	\$ 1,329,457		\$ -	\$ 1,329,457		\$ -	\$ 1,329,457		89
90	MONTESSORI ELEMENTARY SCHOOL	\$ 937,571	\$ -	\$ 937,571		\$ -	\$ 937,571		\$ -	\$ 937,571		90
91	MORA	\$ 2,781,395	\$ 289	\$ 2,781,684	0.0%	\$ 829	\$ 2,782,225	0.0%	\$ 1,438	\$ 2,782,833	0.1%	91
92	MORIARTY-EDGEWOOD	\$ 12,407,755	\$ 14,467	\$ 12,422,222	0.1%	\$ 19,308	\$ 12,427,063	0.2%	\$ 25,188	\$ 12,432,943	0.2%	92
93	MOSQUERO	\$ 563,026	\$ -	\$ 563,026		\$ -	\$ 563,026		\$ -	\$ 563,026		93
94	MOUNTAINAIR	\$ 1,797,049	\$ 8,746	\$ 1,805,795	0.5%	\$ 10,910	\$ 1,807,959	0.6%	\$ 13,343	\$ 1,810,392	0.7%	94
95	NEW AMERICA SCHOOL	\$ 1,030,481	\$ -	\$ 1,030,481		\$ -	\$ 1,030,481		\$ -	\$ 1,030,481		95
96	NEW AMERICA SCHOOL - LAS CRUCES	\$ 1,045,672	\$ -	\$ 1,045,672		\$ -	\$ 1,045,672		\$ -	\$ 1,045,672		96
97	NEW MEXICO CONNECTIONS ACADEMY	\$ 1,910,521	\$ -	\$ 1,910,521		\$ -	\$ 1,910,521		\$ -	\$ 1,910,521		97
98	NEW MEXICO INTERNATIONAL SCHOOL	\$ 671,738	\$ -	\$ 671,738		\$ -	\$ 671,738		\$ -	\$ 671,738		98
99	NM SCHOOL FOR ARTS	\$ 570,256	\$ -	\$ 570,256		\$ -	\$ 570,256		\$ -	\$ 570,256		99
100	NORTH VALLEY CHARTER	\$ 1,510,629	\$ -	\$ 1,510,629		\$ -	\$ 1,510,629		\$ -	\$ 1,510,629		100

SB36 Projected Impact on School District and State-Chartered Charter School Wages

	School District or Charter School	FY16 Wages	FY18 - \$8.45 increasing to \$8.65			FY19 - \$8.65 increasing to \$8.85			FY20 - \$8.85 increasing to \$9.10		
			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		\$ -	\$ 3,696,095	
103	POJOAQUE	\$ 7,650,291	\$ 8,298	\$ 7,658,589	0.1%	\$ 11,127	\$ 7,661,418	0.1%	\$ 14,412	\$ 7,664,703	0.2%
104	PORTALES	\$ 12,414,666	\$ 523	\$ 12,415,189	0.0%	\$ 1,568	\$ 12,416,234	0.0%	\$ 3,695	\$ 12,418,361	0.0%
105	QUEMADO	\$ 1,405,120	\$ -	\$ 1,405,120		\$ -	\$ 1,405,120		\$ -	\$ 1,405,120	
106	QUESTA	\$ 4,621,486	\$ 1,714	\$ 4,623,200	0.0%	\$ 2,146	\$ 4,623,633	0.0%	\$ 2,633	\$ 4,624,119	0.1%
107	RATON	\$ 5,114,080	\$ -	\$ 5,114,080		\$ 264	\$ 5,114,344	0.0%	\$ 866	\$ 5,114,945	0.0%
108	RED RIVER VALLEY CHARTER SCHOOL	\$ 467,314	\$ 1,189	\$ 468,503	0.3%	\$ 1,595	\$ 468,909	0.3%	\$ 2,051	\$ 469,365	0.4%
109	RESERVE	\$ 2,034,170	\$ -	\$ 2,034,170		\$ -	\$ 2,034,170		\$ -	\$ 2,034,170	
110	RIO RANCHO	\$ 68,694,119	\$ 98,963	\$ 68,793,082	0.1%	\$ 137,017	\$ 68,831,135	0.2%	\$ 184,190	\$ 68,878,309	0.3%
111	ROSWELL	\$ 39,002,321	\$ 14,622	\$ 39,016,943	0.0%	\$ 20,244	\$ 39,022,565	0.1%	\$ 27,824	\$ 39,030,145	0.1%
112	ROY	\$ 717,800	\$ -	\$ 717,800		\$ -	\$ 717,800		\$ -	\$ 717,800	
113	RUIDOSO	\$ 6,258,177	\$ 3,934	\$ 6,262,111	0.1%	\$ 5,015	\$ 6,263,192	0.1%	\$ 6,232	\$ 6,264,409	0.1%
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		\$ 281	\$ 38,935,742	0.0%	\$ 1,789	\$ 38,937,250	0.0%
117	SANTA ROSA	\$ 4,079,799	\$ 588	\$ 4,080,387	0.0%	\$ 1,185	\$ 4,080,984	0.0%	\$ 2,162	\$ 4,081,961	0.1%
118	SCHOOL OF DREAMS ACADEMY	\$ 1,250,748	\$ -	\$ 1,250,748		\$ 239	\$ 1,250,987	0.0%	\$ 816	\$ 1,251,564	0.1%
119	SILVER CITY	\$ 11,768,090	\$ 10,268	\$ 11,778,358	0.1%	\$ 16,830	\$ 11,784,920	0.1%	\$ 25,992	\$ 11,794,081	0.2%
120	SOCORRO	\$ 7,660,301	\$ 881	\$ 7,661,182	0.0%	\$ 1,963	\$ 7,662,264	0.0%	\$ 3,426	\$ 7,663,726	0.0%
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		\$ -	\$ 1,456,180	
126	SW AERONAUTICS MATHEMATICS AND SCIENCE	\$ 672,589	\$ -	\$ 672,589		\$ -	\$ 672,589		\$ -	\$ 672,589	
127	TAOS	\$ 12,277,016	\$ 2,406	\$ 12,279,422	0.0%	\$ 3,112	\$ 12,280,128	0.0%	\$ 4,025	\$ 12,281,041	0.0%
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		\$ -	\$ 475,144		\$ -	\$ 475,144	
130	TAOS INTERNATIONAL SCHOOL	\$ 432,839	\$ -	\$ 432,839		\$ -	\$ 432,839		\$ -	\$ 432,839	
131	TATUM	\$ 1,341,441	\$ 2,439	\$ 1,343,880	0.2%	\$ 2,980	\$ 1,344,421	0.2%	\$ 3,588	\$ 1,345,029	0.3%
132	TECHNOLOGY LEADERSHIP	\$ 254,000	\$ -	\$ 254,000		\$ -	\$ 254,000		\$ -	\$ 254,000	
133	TEXICO	\$ 1,704,734	\$ 2,135	\$ 1,706,868	0.1%	\$ 2,675	\$ 1,707,409	0.2%	\$ 3,284	\$ 1,708,018	0.2%
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	\$ 3,387	\$ 1,014,446	0.3%	\$ 4,210	\$ 1,015,269	0.4%	\$ 5,135	\$ 1,016,194	0.5%
139	TRUTH OR CONS.	\$ 6,560,652	\$ 5,119	\$ 6,565,771	0.1%	\$ 7,052	\$ 6,567,704	0.1%	\$ 9,597	\$ 6,570,249	0.1%
140	TUCUMCARI	\$ 4,446,586	\$ 14,582	\$ 4,461,168	0.3%	\$ 19,861	\$ 4,466,447	0.4%	\$ 26,503	\$ 4,473,089	0.6%
141	TULAROSA	\$ 4,106,483	\$ 6,811	\$ 4,113,294	0.2%	\$ 9,207	\$ 4,115,690	0.2%	\$ 12,211	\$ 4,118,694	0.3%
142	TURQUOISE TRAIL CHARTER SCHOOL	\$ 1,978,405	\$ -	\$ 1,978,405		\$ -	\$ 1,978,405		\$ -	\$ 1,978,405	
143	UPLIFT COMMUNITY SCHOOL	\$ 355,087	\$ -	\$ 355,087		\$ -	\$ 355,087		\$ -	\$ 355,087	
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	\$ 811	\$ 387,635	0.2%	\$ 1,352	\$ 388,176	0.3%	\$ 1,960	\$ 388,784	0.5%
147	WEST LAS VEGAS	\$ 8,044,094	\$ 7,833	\$ 8,051,927	0.1%	\$ 9,996	\$ 8,054,090	0.1%	\$ 12,812	\$ 8,056,906	0.2%
148	WILLIAM W JOSEPHINE DORN CHARTER	\$ 156,268	\$ -	\$ 156,268		\$ -	\$ 156,268		\$ -	\$ 156,268	
149	ZUNI	\$ 6,288,521	\$ 72	\$ 6,288,593	0.0%	\$ 437	\$ 6,288,958	0.0%	\$ 1,407	\$ 6,289,928	0.0%
150	STATEWIDE	\$ 1,370,219,077	\$ 1,905,438	\$ 1,372,124,515	0.1%	\$ 2,586,850	\$ 1,372,805,927	0.2%	\$ 3,434,805	\$ 1,373,653,882	0.3%