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LEGISLATIVE EDUCATION STUDY COMMITTEE
BILL ANALYSIS
54th Legislature, 1st Session, 2019

Bill Number	<u>HB446/aHEC</u>	Sponsor	<u>Thomson/Stapleton/Martinez, Ru./ Trujillo, L./Trujillo, C.</u>
Tracking Number	<u>.212603.1</u>	Committee Referrals	<u>HEC/HSEIC</u>
Short Title	<u>Dual-Licensed Providers in 3-Tier Licensure</u>		
Analyst	<u>Sena</u>	Original Date	<u>2/15/19</u>
		Last Updated	<u>2/25/19</u>

BILL SUMMARY

Synopsis of HEC Amendment

The House Education Committee Amendment to HB446 (HB446/aHEC) clarifies the types of professional who qualify as dual-licensed instructional support providers to include audiologists, interpreters for the deaf, speech-language pathologists, diagnosticians, psychologists, social workers, nurses, counselors, physical therapists, occupational therapists, and any other professional that meets the educational, licensure, and other qualifications to be a dual-licensed instructional support provider.

Synopsis of Original Bill

House Bill 446 (HB446) adds dual-licensed instructional support providers to the three-tier licensure system and raises minimum salaries for level 1, level 2, and level 3-A teachers and dual-licensed instructional support providers to \$45 thousand, \$55 thousand, and \$65 thousand, respectively.

FISCAL IMPACT

HB446/aHEC would increase minimum salaries from \$36 thousand to \$45 thousand for level 1 teachers, from \$44 thousand to \$55 thousand for level 2 teachers, and from \$54 thousand to \$65 thousand for level 3-A teachers and counselors. Based on the consensus methodology reached by the Public Education Department (PED), the Department of Finance and Administration, the Legislative Finance Committee (LFC), and LESC, staff estimate the cost of increasing minimum salaries for teachers and level 3-A counselors at \$213.4 million. This estimate was based on teacher salary data provided by PED from October 2018 and includes \$173.5 million to increase salaries and \$39.9 million to cover the cost of additional employee benefits, which PED estimates at 23 percent.

Using salary data provided by PED from October 2018, staff estimate including dual-licensed instructional support providers in the 3-tier system would cost an additional \$39 million, including

the cost of additional employee benefits. This includes estimated average increases of \$5,800 for level 1, \$5,200 for level 2, and \$10,300 for level 3-A. Level 3-A counselors were not included because they are already paid at the same rate as level 3-A teachers. In total, HB446/aHEC would require an estimated additional \$252.4 million

SUBSTANTIVE ISSUES

Licensure. HB446/aHEC would make dual-licensed instructional support providers subject to most of the same qualification provisions as teachers. However, the bill contains inconsistencies. In order to qualify for a level 3-A license, for instance, a teacher must have taught as a level 2 teacher for at least three years, hold a post-baccalaureate degree or National Board Certification, as well as demonstrate instructional leader competence. By contrast, in order to qualify for a level 3-A license, a dual-licensed instructional support provider must have been a level 2 instructional support provider for at least three years and hold a master’s or doctoral degree in the provider’s licensed profession. Qualifications do not include any sort of performance requirement. The sponsor may consider aligning qualification requirements for dual-licensed instructional support providers with those of teachers.

HB446/aHEC would grant a level 3-B license to dual-licensed instructional support providers who choose to become “instructional support program administrators.” Currently, PED offers only one type of educational administration license, and there is no license specific to instructional support program administrators. The bill includes provisions for granting a level 3-B administrators license to dual-licensed instructional support providers who have completed a department-approved instructional support administrator preparation program, if required, and who hold a professional license and a level 2 or level 3 instructional support provider license and a post-baccalaureate degree. The sponsor might consider defining instructional support program administrators.

ADMINISTRATIVE IMPLICATIONS

PED and school districts would be responsible for integrating dual-licensed instructional support providers into the 3-tier system.

OTHER SIGNIFICANT ISSUES

In her Findings of Fact and Conclusions of Law in the *Martinez* and *Yazzie* consolidated lawsuit, Judge Sarah Singleton noted that the state has failed to provide sufficient resources for counselors, social workers, and other non-instructional staff that all students, especially at-risk students, need to succeed. Singleton further noted testimony that many districts have had to eliminate counselors, nurses, or social workers because of budget cuts. Including dual-licensed instructional support providers in the 3-tier licensure system could mean school districts receive adequate funding for instructional support provider salaries, and possible increase recruitment of such professionals.

RELATED BILLS

HB5, Public Education Changes, raises minimum teacher salaries.

HB171, Raising Minimum Teacher Salaries

SB1, Public Education Changes, raises minimum teacher salaries.

SB47, Increase School Personnel Salaries

SOURCES OF INFORMATION

- LESC Files

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