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**LEGISLATIVE EDUCATION STUDY COMMITTEE**  
**BILL ANALYSIS**  
**54th Legislature, 2nd Session, 2020**

<b>Bill Number</b>	<u>HJM3/aHF1</u>	<b>Sponsor</b>	<u>Stapleton/Padilla/Sariñana/Thomson/ Romero, G. Andres</u>
<b>Tracking Number</b>	<u>.216929.1</u>	<b>Committee Referrals</b>	<u>HEC; SEC</u>
<b>Short Title</b>	<u>School Personnel Career Pathway</u>		
<b>Analyst</b>	<u>Kennedy</u>	<b>Original Date</b>	<u>2/7/2020</u>
		<b>Last Updated</b>	<u>2/17/2020</u>

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## **BILL SUMMARY**

### Synopsis of House Floor Amendment

The House Floor Amendment to House Joint Memorial 3 (HJM3/aHF1) requests the working group to adopt a resolution to conduct its meetings in a manner that is open to the public, with reasonable notice to the public, consistent with the provisions of the Open Meetings Act.

### Synopsis of Original Joint Memorial

House Joint Memorial 3 (HJM3) requests the Higher Education Department (HED), the Public Education Department (PED), and the Department of Workforce Solutions (DWS) to convene a working group to study the feasibility of developing a tiered career pathway system for school personnel to improve retention and provide opportunities for upward mobility.

## **FISCAL IMPACT**

Joint memorials do not contain appropriations.

## **SUBSTANTIVE ISSUES**

School personnel other than teachers play a vital role in public education. The Brookings Institute reports there are as many non-teacher personnel in U.S. public schools as teachers. Research from the Fordham Institute shows, in the last 50 years, the number of non-teacher personnel in schools has increased 130 percent, outpacing both teachers and students.

Recruiting and retaining school personnel has proven challenging for many New Mexico school districts and charter schools. According to data from New Mexico State University's Southwest Outreach Academic Research Evaluation and Policy Center, the number of ancillary staff vacancies in New Mexico more than doubled this year, from 108 vacancies in FY19 to 258 vacancies in FY20. Various stakeholders came before LESC during the 2019 interim to report shortages of school personnel ranging from educational assistants to school bus drivers. While the

Legislature is considering a number of initiatives aimed to recruit and retain high-quality teachers, few bills have been proposed that are intended to retain other school personnel.

Strategies to increase school personnel retention have become a focus of state lawmakers. The House Appropriations and Finance Committee Substitute for House Bills 2 and 3 (HB2/HAFCS) includes \$92.7 million to provide an average 4 percent raise to all school personnel. HB2/HAFCS also includes an additional \$2.5 million to increase the minimum wage to \$10.50 per hour. According to LESC from 2019, 95 percent of school employees who would be impacted by a minimum wage increase are in non-teacher personnel categories, such as those described in HJM3/aHF1. Pursuant to Laws 2019, Chapter 114 (Senate Bill 437), the minimum wage will increase to \$11.50 per hour in January 2022 and again to \$12 per hour in January 2023.

### **ADMINISTRATIVE IMPLICATIONS**

HJM3/aHF1 requests HED, PED, and DWS to include as members of the working group two representatives from each of the following job classifications: educational assistants, nutritional service professionals, education clerks, school bookkeepers, school secretaries, custodial and maintenance staff, health assistants, transportation professionals, security officers, and crossing guards. HED, PED, and DWS are also requested to include two members of the American Federation of Teachers NM, two members of the National Education Association NM, two members of Communication Workers of America, two members of the NM School Boards Association, two members of the NM School Superintendents Association, and two members of the NM Parent Teacher Association. HJM3/aHF1 requests the working group to seek, where possible, representation from rural and urban districts and from beginning and experienced school employees. HJM3/aHF1 requests the working group to conduct its meetings in a manner that is open to the public, with reasonable notice to the public, consistent with the provisions of the Open Meetings Act.

HJM3/aHF1 requests the working group present its findings and recommendations to LESC by November 1, 2020.

### **RELATED BILLS**

Relates to HB62, Teacher Mentorship Program, which provides annual stipends for teachers who mentor a beginning teacher.

Relates to HB86, Early Childhood Care Workforce Support Program, which creates an advisory council to develop workforce supports for early childhood and education professionals, including compensation incentives for educational attainment.

Relates to HM46, Educator Compensation Task Force, which requests the creation of a task force to study educator compensation and make recommendations to the Legislature.

Relates to SB36, Creating the Teacher Preparation Task Force, which creates a task force to increase accountability for and quality of teacher preparation programs statewide.

### **SOURCES OF INFORMATION**

- LESC Files